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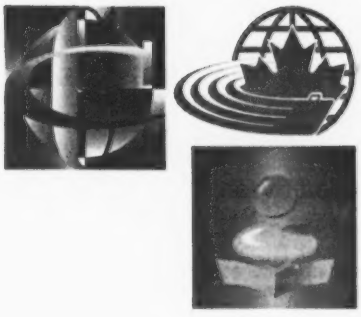
Research Paper

Culture, Tourism and the Centre for Education Statistics

Salaries and Salary Scales of Full-time Teaching Staff at Canadian Universities, 2008/2009: Final Report



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Culture, Tourism and the Centre for Education Statistics
Research papers

Salaries and Salary Scales of Full-time Teaching Staff at Canadian Universities, 2008/2009: Final Report

Education Finances, Postsecondary Faculty and Tuition Statistics Section
Statistics Canada

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Table of contents

Acknowledgements		4
Background		7
Table 1	Salaries of full-time teaching staff at Canadian universities and colleges	11
	Memorial University of Newfoundland	11
	University of Prince Edward Island	12
	Acadia University	12
	Dalhousie University	13
	Mount St. Vincent University	14
	St. Francis Xavier University	14
	St. Mary's University	15
	Cape Breton University	15
	Mount Allison University	16
	University of New Brunswick	16
	Université de Moncton	17
	St. Thomas University	17
	McGill University	18
	Université de Montréal	19
	Bishop's University	20
	École Polytechnique	20
	École des hautes études commerciales	21
	Université du Québec à Chicoutimi	21
	Université du Québec à Montréal	22
	Université du Québec en Abitibi-Témiscamingue	22
	Université du Québec à Trois-Rivières	23
	Université du Québec en Outaouais	23
	Institut national de la recherche scientifique	24
	Université du Québec à Rimouski	24
	Université Laval	25
	Université de Sherbrooke	26
	École de technologie supérieure	27
	Concordia University	27
	Brock University	28
	Carleton University	28
	University of Guelph	29
	Lakehead University	29

Table of contents

	Laurentian University of Sudbury	30
	Trent University	30
	McMaster University	31
	University of Ottawa	32
	Queen's University	33
	University of Toronto	34
	University of Waterloo	35
	University of Windsor	35
	University of Western Ontario	36
	York University	37
	Wilfrid Laurier University	37
	Royal Military College of Canada	38
	Ryerson University	38
	Nipissing University	39
	University of Ontario – Institute of Technology	39
	University of Manitoba	40
	Brandon University	41
	University of Winnipeg	41
	University of Saskatchewan	42
	University of Regina	43
	University of Alberta	44
	University of Calgary	45
	Athabasca University	46
	University of Lethbridge	46
	University of British Columbia	47
	Simon Fraser University	48
	University of Victoria	48
	Trinity Western University	49
	University of Northern British Columbia	49
Table 2	Salary scales for teachers at Canadian universities and colleges, 2008/2009	50
Cumulative index		59

Background

The data in this report are drawn from the *University and College Academic Staff Survey (UCASS).* Conducted since 1946, UCASS presents a national picture of the socio-economic characteristics of full-time university teachers in degree-granting institutions. The survey is conducted annually, with a reference date of October 1. Therefore, the data collected through this survey present a snapshot of full-time teaching staff as of that date.

This report presents information on the salaries of full-time teaching staff at those institutions that have more than 100 staff, along with information on their salary scales for the 2008-2009 academic year.

It should be noted that many factors can influence salaries, including qualifications and number of years teaching. As well, some universities impose a maximum to the salary range for each rank while others have an open-ended scale.

A note on confidentiality

The University and College Academic Staff Survey is conducted under the *Statistics Act*. To release data at the institutional level, institutions must authorize Statistics Canada to release their information. Furthermore, to ensure the confidentiality of individuals, Statistics Canada will not release data at the institutional level for any institution with fewer than 100 full-time teaching staff. For institutions with more than 100 staff, the data is available at the institutional level however, information is processed in such a way that results are not shown where there are too few individuals.

Due to the *Statistics Act* which, in part, prohibits the identification of individuals, a number of measures have been taken to ensure that no one individual or their salary can be identified or extrapolated. Information is processed in such a way that salary information is not shown when a given rank has less than three (3) people and when the mean in a given rank contains less than six (6) people. As well, medians and percentiles are not calculated when there are less than 10 people.

Salaries of full-time teaching staff at Canadian universities and colleges

The following tables present, for each of the universities listed below, the number of full-time teaching staff, along with their average and median salaries.

In addition, as a measure of distribution, the salary at the 10th and 90th percentile is given. In other words, the teaching staff is ranked by salary from lowest to highest and divided into ten even groups; the values presented in the table are the cutoff points for the lowest and highest 10% of the distribution.

Target population

The target population of this survey is full-time teaching staff in degree-granting institutions who are under contract for twelve months or more. This includes all teachers within faculties, academic staff in teaching hospitals, visiting academic staff in faculties and research staff who have an academic rank and salary similar to teaching staff. Administrative and support staff and librarians are excluded, as are staff solely engaged in research. Teaching and research assistants are also excluded.

The salary represents the reported annual rate of pay plus administrative stipends, if any, for all reported faculty members, including those on sabbatical leave.

Notes on terms used in the tables

In the following tables, the title *Canadian Universities and Colleges* refers to degree-granting institutions. The column labelled *Numbers* refers to the number of teachers included in the salary calculations, that is, the average, the median and the 10th and 90th percentiles.

The column labelled *Excluded* shows the number of teachers at the institution who are excluded from the salary calculations. This group consists of:

- deans;
- directors equivalent to deans i.e. directors who have significant administrative responsibilities;
- staff not paid according to regular salary scales;
- staff on leave of absence;
- visiting professors.

Note that while deans and directors equivalent to deans are not counted in the salary calculations for specific ranks, they are included in the category *All ranks combined*, and in the breakdown of this comprehensive category by gender.

The sum of the two columns *Numbers* and *Excluded* yields the total number of full-time teachers by rank at the institution.

Full professors and *associate professors* are subdivided into those *with* and *without senior administrative duties*. Assistant deans, associate deans, vice-deans, directors not equivalent to deans, department heads, coordinators and chairpersons are classified as *with senior administrative duties*. Persons in these posts are included in the salary calculations.

The category *rank below assistants* refers to the next rank directly below that of an Assistant professor. Institutions use a variety of terms to label this position however, in many institutions lecturers are included here. The category *rank below preceding* covers the remaining full-time teachers (in many cases instructors) with the exception of *Other teaching staff* which refers to ungraded staff.

Salary scales for university teachers

The final table in this report presents 2008-2009 salary scales for full-time university teachers. Note that the institutions included in this table are not a subset of the institutions covered in the salary tables.

Most universities for which information is included here reported their salary scales as final.

Universities included in the following tables:

Memorial University of Newfoundland

University of Prince Edward Island

Memorial University of Newfoundland

University of Prince Edward Island

Acadia University
Atlantic School of Theology
Université Sainte-Anne
Dalhousie University
Mount St. Vincent University
Nova Scotia College of Art and Design
Sr. Francis Xavier University
Sr. Mary's University
University of King's College
Cape Breton University
Nova Scotia Agricultural College

Mount Allison University
University of New Brunswick
Université de Moncton
Université de Moncton (Campus de Shippagan)
Université de Moncton (Campus d'Edmunston)
St. Thomas University

Bishop's University
McGill University
Université de Montréal
École Polytechnique
École des hautes études commerciales
Université du Québec à Chicoutimi
Université du Québec à Montréal
Université du Québec en Abitibi-Témiscamingue
Université du Québec à Trois-Rivières
Université du Québec en Outaouais
Institut national de la recherche scientifique
Université du Québec à Rimouski
École de technologie supérieure
Télé-université du Québec
Université Laval
Université de Sherbrooke
Concordia University

Brock University
Carleton University
University of Guelph
Lakehead University
Laurentian University of Sudbury
Collége universitaire de Hearst
Huntington University
University of Sudbury
Thorneloe University
McMaster University
University of Ottawa
Saint Paul University
Queen's University
University of Toronto
University of St. Michael's College
University of Trinity College
Victoria University
Knox College
Trent University
University of Waterloo
St. Jerome's University
Conrad Grebel University
Huron University College
King's University College
University of Western Ontario
University of Windsor
York University
Wilfrid Laurier University
Collège dominicain de philosophie et théologie
Royal Military College
Ryerson University
Redeemer University College of Canada
Nipissing University
University of Ontario – Institute of Technology
Ontario College of Art and Design

Brandon University
University of Manitoba
Collège universitaire de Saint-Boniface
Canadian Mennonite University
University of Winnipeg

University of Saskatchewan
Saint Thomas More College
University of Regina
Campion College
Luther College

University of Alberta
University of Calgary
Canadian University College
University of Lethbridge
Athabasca University
King's University College
Concordia University College of Alberta
Ambrose University College

University of British Columbia
Simon Fraser University
University of Victoria
Trinity Western University
University of Northern British Columbia
Royal Roads University

Table 1
Salaries of full-time teaching staff at Canadian universities and colleges, 2008/2009

Memorial University of Newfoundland

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Including medical/dental						
Full professors	**290**	**9**	**117,111**	**115,230**	**100,119**	**133,699**
With senior administrative duties	41	5	123,416	120,193	102,676	144,914
Without senior administrative duties	249	4	116,073	115,230	100,119	133,699
Associate professors	**314**	**6**	**95,562**	**93,956**	**83,329**	**110,193**
With senior administrative duties	32	2	101,458	99,672	86,007	118,393
Without senior administrative duties	282	4	94,893	93,403	83,329	110,193
Assistant professors	**270**	**3**	**75,565**	**74,934**	**66,539**	**84,840**
Rank below assistant	**18**	**0**	**x**	**x**	**x**	**x**
Rank below preceding	**0**	**0**	**0**	**0**	**0**	**0**
Other teaching staff	**1**	**0**	**x**	**x**	**x**	**x**
All ranks combined (including deans)	**900**	**11**	**96,324**	**95,082**	**70,065**	**125,304**
Male	582	5	100,031	100,119	71,576	127,082
Female	318	6	89,538	86,687	68,218	115,230
Visiting staff	**0**	**0**	**0**	**0**	**0**	**0**

Memorial University of Newfoundland

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Excluding medical/dental						
Full professors	**241**	**6**	**117,017**	**116,193**	**101,798**	**133,684**
With senior administrative duties	30	4	121,695	119,730	102,440	142,839
Without senior administrative duties	211	2	116,352	115,230	100,455	130,341
Associate professors	**243**	**6**	**96,412**	**95,082**	**83,329**	**110,193**
With senior administrative duties	23	2	102,475	100,261	86,293	129,260
Without senior administrative duties	220	4	95,778	95,082	83,329	110,193
Assistant professors	**206**	**3**	**75,081**	**74,934**	**66,539**	**86,687**
Rank below assistant	**18**	**0**	**61,595**	**59,823**	**57,976**	**69,225**
Rank below preceding	**0**	**0**	**0**	**0**	**0**	**0**
Other teaching staff	**0**	**0**	**0**	**0**	**0**	**0**
All ranks combined (including deans)	**714**	**9**	**96,828**	**96,761**	**69,897**	**125,304**
Male	468	3	100,588	101,798	71,408	128,562
Female	246	6	89,676	86,687	67,714	116,237
Visiting staff	**0**	**0**	**0**	**0**	**0**	**0**

x suppressed to meet the confidentiality requirements of the *Statistics Act*

0 true zero or a value rounded to zero

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2008/2009

University of Prince Edward Island

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	59	4	119,378	120,341	94,845	144,983
With senior administrative duties	12	4	125,054	119,513	99,844	148,372
Without senior administrative duties	47	0	117,929	120,341	94,322	143,650
Associate professors	94	4	95,735	89,473	79,013	119,984
With senior administrative duties	14	2	95,648	90,673	81,094	134,076
Without senior administrative duties	80	2	95,750	89,473	79,013	120,011
Assistant professors	57	4	x	x	x	x
Rank below assistant	1	0	x	x	x	x
Rank below preceding	0	0	0	0	0	0
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	217	6	97,764	92,230	70,753	128,246
Male	142	3	100,706	98,598	71,538	129,570
Female	75	3	92,194	85,843	69,319	123,275
Visiting staff	0	0	0	0	0	0

Acadia University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	57	5	113,252	112,657	92,657	129,106
With senior administrative duties	11	5	121,196	127,642	100,268	137,757
Without senior administrative duties	46	0	111,353	109,657	92,657	128,657
Associate professors	70	1	90,212	89,769	81,769	99,769
With senior administrative duties	8	1	98,892	x	x	x
Without senior administrative duties	62	0	89,092	x	x	x
Assistant professors	62	0	77,640	79,213	69,213	83,213
Rank below assistant	7	0	x	x	x	x
Rank below preceding	1	0	x	x	x	x
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	203	0	92,936	89,769	71,213	125,857
Male	143	0	94,553	89,769	75,213	128,251
Female	60	0	89,081	83,769	69,213	117,515
Visiting staff	0	0	0	0	0	0

x suppressed to meet the confidentiality requirements of the *Statistics Act*

0 true zero or a value rounded to zero

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2008/2009

Dalhousie University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Including medical/dental						
Full professors	359	16	124,375	123,680	96,203	152,651
With senior administrative duties	79	9	136,617	135,669	106,814	168,767
Without senior administrative duties	280	7	120,921	120,323	93,130	146,706
Associate professors	290	5	100,005	97,722	82,112	121,191
With senior administrative duties	31	2	116,356	110,930	93,239	150,777
Without senior administrative duties	259	3	98,047	96,406	79,403	116,650
Assistant professors	280	7	82,156	81,273	68,244	99,638
Rank below assistant	31	0	75,959	75,563	63,227	91,482
Rank below preceding	0	0	0	0	0	0
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	971	17	103,838	99,854	71,096	140,450
Male	595	7	109,863	107,878	73,715	145,862
Female	376	10	94,304	89,715	70,000	123,691
Visiting staff	0	0	0	0	0	0

Dalhousie University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Excluding medical/dental						
Full professors	259	15	127,194	126,790	104,920	152,173
With senior administrative duties	64	9	134,173	134,512	107,146	157,775
Without senior administrative duties	195	6	124,904	125,054	101,627	146,760
Associate professors	211	5	100,219	97,852	84,999	116,491
With senior administrative duties	23	2	110,948	107,563	93,747	133,913
Without senior administrative duties	188	3	98,907	96,535	84,767	116,491
Assistant professors	219	6	81,057	81,200	68,477	91,254
Rank below assistant	28	0	76,588	76,474	62,888	93,403
Rank below preceding	0	0	0	0	0	0
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	728	15	104,124	99,466	73,715	139,664
Male	436	7	110,606	109,073	76,705	144,880
Female	292	8	94,444	90,032	72,257	123,115
Visiting staff	0	0	0	0	0	0

0 true zero or a value rounded to zero

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2008/2009

Mount St. Vincent University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	35	5	113,080	118,206	100,630	120,683
With senior administrative duties	9	4	113,124	x	x	x
Without senior administrative duties	26	1	113,064	x	x	x
Associate professors	59	2	92,101	98,026	79,358	99,826
With senior administrative duties	14	1	94,641	98,480	77,586	100,726
Without senior administrative duties	45	1	91,310	98,026	79,358	98,026
Assistant professors	36	2	x	x	x	x
Rank below assistant	2	0	x	x	x	x
Rank below preceding	0	0	0	0	0	0
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	138	3	92,519	98,026	67,995	118,253
Male	54	1	95,296	98,026	67,995	118,253
Female	84	2	90,733	94,071	66,828	118,054
Visiting staff	0	0	0	0	0	0

St. Francis Xavier University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	61	4	111,000	112,195	95,731	126,307
With senior administrative duties	10	2	109,668	110,367	94,507	134,485
Without senior administrative duties	51	2	111,261	112,195	96,201	126,307
Associate professors	76	2	88,369	89,671	74,860	100,291
With senior administrative duties	14	0	94,041	93,451	74,876	110,982
Without senior administrative duties	62	2	87,088	88,136	74,838	99,781
Assistant professors	87	2	67,877	68,273	60,045	76,995
Rank below assistant	0	0	0	0	0	0
Rank below preceding	1	0	x	x	x	x
Other teaching staff	18	0	x	x	x	x
All ranks combined (including deans)	245	6	85,631	80,472	62,102	116,899
Male	140	2	90,547	90,732	62,102	121,603
Female	105	4	79,077	76,472	62,102	100,349
Visiting staff	0	0	0	0	0	0

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0 true zero or a value rounded to zero

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2008/2009

St. Mary's University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars		dollars	
Full professors	69	5	122,177	125,950	101,933	141,944
With senior administrative duties	8	3	125,892	x	x	x
Without senior administrative duties	61	2	121,689	x	x	x
Associate professors	92	1	93,922	92,892	75,521	115,811
With senior administrative duties	17	1	99,255	101,865	83,407	121,847
Without senior administrative duties	75	0	92,713	90,609	75,521	115,556
Assistant professors	67	5	76,722	x	x	x
Rank below assistant	3	0	x	x	x	x
Rank below preceding	0	0	0	0	0	0
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	235	7	97,792	95,638	71,668	127,459
Male	153	5	102,064	100,667	71,668	130,226
Female	82	2	89,821	87,433	69,294	119,905
Visiting staff	0	0	0	0	0	0

Cape Breton University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars		dollars	
Full professors	23	1	100,170	101,890	73,412	117,017
With senior administrative duties	2	1	x	x	x	x
Without senior administrative duties	21	0	x	x	x	x
Associate professors	39	3	85,685	83,751	71,753	100,297
With senior administrative duties	8	3	92,373	x	x	x
Without senior administrative duties	31	0	83,960	x	x	x
Assistant professors	53	2	68,167	x	x	x
Rank below assistant	2	0	x	x	x	x
Rank below preceding	0	0	0	0	0	0
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	121	2	81,363	75,805	61,502	110,102
Male	71	0	83,704	76,686	61,112	116,404
Female	50	2	78,039	72,809	65,012	102,235
Visiting staff	0	0	0	0	0	0

x suppressed to meet the confidentiality requirements of the *Statistics Act*

0 true zero or a value rounded to zero

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2008/2009

Mount Allison University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	27	4	124,257	126,644	113,755	126,644
With senior administrative duties	7	3	125,171	x	x	x
Without senior administrative duties	20	1	123,937	x	x	x
Associate professors	63	2	94,689	93,134	82,824	113,755
With senior administrative duties	18	1	95,426	93,134	82,824	113,755
Without senior administrative duties	45	1	94,395	90,557	80,246	113,755
Assistant professors	39	0	x	x	x	x
Rank below assistant	2	2	x	x	x	x
Rank below preceding	0	0	0	0	0	0
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	135	4	94,996	90,557	69,936	126,644
Male	75	2	99,371	100,867	69,936	126,644
Female	60	2	89,526	85,401	70,194	126,644
Visiting staff	0	0	0	0	0	0

University of New Brunswick

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	252	18	121,373	123,879	100,303	135,288
With senior administrative duties	41	14	127,720	125,804	109,626	146,401
Without senior administrative duties	211	4	120,140	123,072	99,264	135,288
Associate professors	191	2	94,065	92,505	79,971	110,756
With senior administrative duties	26	1	107,844	110,889	89,713	123,023
Without senior administrative duties	165	1	91,893	90,995	78,978	108,906
Assistant professors	96	3	73,339	72,713	62,917	85,234
Rank below assistant	2	0	x	x	x	x
Rank below preceding	23	1	x	x	x	x
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	579	9	102,125	101,589	70,154	135,288
Male	357	4	107,367	108,614	75,215	135,288
Female	222	5	93,695	90,231	62,584	126,789
Visiting staff	0	0	0	0	0	0

x suppressed to meet the confidentiality requirements of the *Statistics Act*

0 true zero or a value rounded to zero

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2008/2009

Université de Moncton

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	85	9	114,755	116,163	98,947	125,989
With senior administrative duties	14	8	117,268	119,155	95,203	129,571
Without senior administrative duties	71	1	114,259	116,163	98,978	124,771
Associate professors	81	4	93,493	95,719	78,888	103,599
With senior administrative duties	14	3	94,356	95,649	77,819	106,901
Without senior administrative duties	67	1	93,313	95,719	80,042	103,251
Assistant professors	70	0	76,889	76,889	66,667	87,111
Rank below assistant	10	0	62,928	62,363	54,185	80,144
Rank below preceding	0	0	0	0	0	0
Other teaching staff	19	0	84,999	81,731	62,363	108,403
All ranks combined (including deans)	276	2	95,212	95,605	69,895	123,695
Male	173	1	98,442	98,947	72,047	124,771
Female	103	1	89,786	86,035	65,376	118,646
Visiting staff	0	0	0	0	0	0

St. Thomas University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	23	0	114,811	115,821	97,546	131,214
With senior administrative duties	4	0	x	x	x	x
Without senior administrative duties	19	0	x	x	x	x
Associate professors	37	1	95,050	96,810	81,878	105,262
With senior administrative duties	9	0	99,256	x	x	x
Without senior administrative duties	28	1	93,698	x	x	x
Assistant professors	43	0	76,485	x	x	x
Rank below assistant	3	0	x	x	x	x
Rank below preceding	0	0	0	0	0	0
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	106	1	91,029	87,744	68,385	118,237
Male	61	1	92,909	91,634	69,624	124,810
Female	45	0	88,480	82,766	67,986	111,734
Visiting staff	0	1	0	0	0	0

x suppressed to meet the confidentiality requirements of the *Statistics Act*

0 true zero or a value rounded to zero

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2008/2009

McGill University[1]

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Including medical/dental						
Full professors	595	10	138,814	133,460	108,379	177,349
With senior administrative duties	92	9	164,466	150,395	126,832	221,826
Without senior administrative duties	503	1	134,123	130,000	105,317	169,226
Associate professors	613	4	106,685	104,615	83,749	130,355
With senior administrative duties	69	4	127,343	122,543	97,109	172,502
Without senior administrative duties	544	0	104,065	102,667	83,408	125,260
Assistant professors	384	0	86,100	82,976	67,850	103,990
Rank below assistant	122	0	x	x	x	x
Rank below preceding	0	0	0	0	0	0
Other teaching staff	5	0	x	x	x	x
All ranks combined (including deans)	1,732	1	111,682	106,971	71,800	153,300
Male	1,215	1	116,274	111,237	75,000	160,026
Female	517	0	100,891	96,928	67,190	140,056
Visiting staff	0	0	0	0	0	0

McGill University[1]

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Excluding medical/dental						
Full professors	466	9	139,355	133,735	113,879	170,723
With senior administrative duties	72	8	159,400	147,410	127,346	190,360
Without senior administrative duties	394	1	135,692	131,003	112,892	164,120
Associate professors	541	3	108,270	105,476	87,639	129,600
With senior administrative duties	62	3	126,140	122,425	98,778	156,721
Without senior administrative duties	479	0	105,957	103,775	86,927	125,363
Assistant professors	360	0	86,332	83,014	67,857	104,332
Rank below assistant	121	0	x	x	x	x
Rank below preceding	0	0	0	0	0	0
Other teaching staff	5	0	x	x	x	x
All ranks combined (including deans)	1,504	1	110,509	106,992	72,578	149,740
Male	1,016	1	115,403	111,661	78,320	154,112
Female	488	0	100,321	96,788	67,611	137,897
Visiting staff	0	0	0	0	0	0

x suppressed to meet the confidentiality requirements of the *Statistics Act*

0 true zero or a value rounded to zero

1. Salaries in Quebec are under-represented since professors on sabbatical are reported with a reduced annual rate of salary.

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2008/2009

Université de Montréal[1]

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Including medical/dental						
Full professors	**730**	**9**	**128,501**	**120,530**	**112,584**	**151,102**
With senior administrative duties	91	9	145,370	137,862	122,758	183,000
Without senior administrative duties	639	0	126,099	120,530	111,010	149,530
Associate professors	**454**	**1**	**101,564**	**101,048**	**86,808**	**115,351**
With senior administrative duties	21	1	129,508	119,460	98,483	190,784
Without senior administrative duties	433	0	100,209	99,890	86,808	112,327
Assistant professors	**272**	**0**	**81,435**	**80,078**	**71,652**	**92,542**
Rank below assistant	**14**	**0**	**x**	**x**	**x**	**x**
Rank below preceding	**0**	**0**	**0**	**0**	**0**	**0**
Other teaching staff	**19**	**0**	**x**	**x**	**x**	**x**
All ranks combined (including deans)	**1,499**	**0**	**110,625**	**110,650**	**78,844**	**139,592**
Male	979	0	114,413	116,992	82,984	146,192
Female	520	0	103,494	102,936	74,640	133,765
Visiting staff	**0**	**0**	**0**	**0**	**0**	**0**

Université de Montréal[1]

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Excluding medical/dental						
Full professors	**636**	**7**	**127,267**	**120,530**	**111,010**	**150,530**
With senior administrative duties	80	7	142,733	137,742	120,931	171,402
Without senior administrative duties	556	0	125,041	120,530	110,650	149,298
Associate professors	**407**	**1**	**100,143**	**99,808**	**86,674**	**112,114**
With senior administrative duties	16	1	126,183	118,280	96,822	183,422
Without senior administrative duties	391	0	99,078	98,708	85,930	108,680
Assistant professors	**262**	**0**	**81,176**	**79,118**	**71,652**	**92,624**
Rank below assistant	**12**	**0**	**58,953**	**57,720**	**54,261**	**73,573**
Rank below preceding	**0**	**0**	**0**	**0**	**0**	**0**
Other teaching staff	**19**	**0**	**58,692**	**56,866**	**13,000**	**98,696**
All ranks combined (including deans)	**1,344**	**0**	**108,716**	**107,984**	**77,628**	**137,906**
Male	857	0	112,277	114,512	81,611	142,742
Female	487	0	102,450	101,068	74,640	133,201
Visiting staff	**0**	**0**	**0**	**0**	**0**	**0**

x suppressed to meet the confidentiality requirements of the *Statistics Act*

0 true zero or a value rounded to zero

1. Salaries in Quebec are under-represented since professors on sabbatical are reported with a reduced annual rate of salary.

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2008/2009

Bishop's University[1]

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	49	4	108,410	107,912	91,751	118,336
With senior administrative duties	0	4	0	0	0	0
Without senior administrative duties	49	0	108,410	107,912	91,751	118,336
Associate professors	34	0	77,870	78,399	69,856	85,160
With senior administrative duties	0	0	0	0	0	0
Without senior administrative duties	34	0	77,870	78,399	69,856	85,160
Assistant professors	23	2	x	x	x	x
Rank below assistant	2	0	x	x	x	x
Rank below preceding	0	0	0	0	0	0
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	114	0	90,547	86,202	66,728	118,336
Male	76	0	93,174	88,529	70,899	118,336
Female	38	0	85,292	79,702	63,861	112,488
Visiting staff	0	0	0	0	0	0

École Polytechnique[1]

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	111	0	130,320	131,308	119,521	135,846
With senior administrative duties	6	0	151,621	x	x	x
Without senior administrative duties	105	0	129,102	x	x	x
Associate professors	58	0	110,364	112,045	93,294	119,318
With senior administrative duties	2	0	x	x	x	x
Without senior administrative duties	56	0	x	x	x	x
Assistant professors	39	0	x	x	x	x
Rank below assistant	1	0	x	x	x	x
Rank below preceding	0	0	0	0	0	0
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	209	0	117,988	119,318	94,047	135,846
Male	188	0	118,799	120,730	94,047	135,846
Female	21	0	110,726	112,605	92,005	135,543
Visiting staff	0	0	0	0	0	0

x suppressed to meet the confidentiality requirements of the *Statistics Act*

0 true zero or a value rounded to zero

1. Salaries in Quebec are under-represented since professors on sabbatical are reported with a reduced annual rate of salary.

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2008/2009

École des hautes études commerciales[1]

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	**84**	**0**	**132,644**	**134,332**	**114,039**	**148,278**
With senior administrative duties	20	0	139,043	141,912	122,355	156,323
Without senior administrative duties	64	0	130,644	133,332	110,694	140,170
Associate professors	**82**	**0**	**104,424**	**109,593**	**91,662**	**109,593**
With senior administrative duties	4	0	x	x	x	x
Without senior administrative duties	78	0	x	x	x	x
Assistant professors	**50**	**0**	**84,102**	**83,039**	**79,413**	**89,460**
Rank below assistant	**0**	**0**	**0**	**0**	**0**	**0**
Rank below preceding	**0**	**0**	**0**	**0**	**0**	**0**
Other teaching staff	**0**	**0**	**0**	**0**	**0**	**0**
All ranks combined (including deans)	**216**	**0**	**110,694**	**109,593**	**81,813**	**137,363**
Male	156	0	112,057	109,593	83,039	137,363
Female	60	0	107,150	109,593	80,725	137,160
Visiting staff	**0**	**0**	**0**	**0**	**0**	**0**

Université du Québec à Chicoutimi[1]

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	**73**	**1**	**112,270**	**114,202**	**99,372**	**120,263**
With senior administrative duties	24	1	118,206	114,605	104,900	140,360
Without senior administrative duties	49	0	109,363	113,072	93,978	114,202
Associate professors	**101**	**1**	**93,903**	**93,115**	**78,505**	**103,854**
With senior administrative duties	27	1	97,781	96,426	82,270	111,159
Without senior administrative duties	74	0	92,488	89,047	78,483	102,848
Assistant professors	**43**	**0**	**68,864**	**x**	**x**	**x**
Rank below assistant	**8**	**0**	**61,702**	**x**	**x**	**x**
Rank below preceding	**0**	**0**	**0**	**0**	**0**	**0**
Other teaching staff	**0**	**0**	**0**	**0**	**0**	**0**
All ranks combined (including deans)	**227**	**0**	**94,195**	**94,511**	**65,321**	**114,522**
Male	154	0	96,311	98,856	66,790	114,935
Female	73	0	89,732	87,642	65,321	114,202
Visiting staff	**0**	**0**	**0**	**0**	**0**	**0**

x suppressed to meet the confidentiality requirements of the *Statistics Act*

0 true zero or a value rounded to zero

1. Salaries in Quebec are under-represented since professors on sabbatical are reported with a reduced annual rate of salary.

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2008/2009

Université du Québec à Montréal[1]

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	**361**	**6**	**106,319**	**109,768**	**93,641**	**115,026**
With senior administrative duties	24	6	110,930	113,939	100,790	115,026
Without senior administrative duties	337	0	105,991	109,768	93,641	113,939
Associate professors	**455**	**1**	**87,720**	**87,109**	**73,775**	**98,854**
With senior administrative duties	26	1	96,317	95,996	87,109	104,112
Without senior administrative duties	429	0	87,199	86,873	73,775	98,854
Assistant professors	**107**	**0**	**68,353**	**68,126**	**62,508**	**75,608**
Rank below assistant	**0**	**0**	**0**	**0**	**0**	**0**
Rank below preceding	**0**	**0**	**0**	**0**	**0**	**0**
Other teaching staff	**0**	**0**	**0**	**0**	**0**	**0**
All ranks combined (including deans)	**930**	**0**	**92,922**	**95,947**	**69,147**	**109,768**
Male	591	0	94,297	97,877	69,498	109,768
Female	339	0	90,525	92,131	68,471	109,768
Visiting staff	**0**	**0**	**0**	**0**	**0**	**0**

Université du Québec en Abitibi-Témiscamingue[1]

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	**22**	**0**	**108,060**	**109,118**	**100,300**	**113,275**
With senior administrative duties	8	0	109,578	x	x	x
Without senior administrative duties	14	0	107,192	x	x	x
Associate professors	**41**	**0**	**95,222**	**98,332**	**81,438**	**105,675**
With senior administrative duties	6	0	97,876	x	x	x
Without senior administrative duties	35	0	94,768	x	x	x
Assistant professors	**41**	**0**	**71,750**	**70,865**	**62,928**	**79,710**
Rank below assistant	**0**	**0**	**0**	**0**	**0**	**0**
Rank below preceding	**0**	**0**	**0**	**0**	**0**	**0**
Other teaching staff	**0**	**0**	**0**	**0**	**0**	**0**
All ranks combined (including deans)	**104**	**0**	**88,685**	**91,149**	**64,344**	**109,188**
Male	66	0	91,224	96,998	62,928	110,398
Female	38	0	84,273	81,798	64,344	101,853
Visiting staff	**0**	**0**	**0**	**0**	**0**	**0**

x suppressed to meet the confidentiality requirements of the *Statistics Act*

0 true zero or a value rounded to zero

1. Salaries in Quebec are under-represented since professors on sabbatical are reported with a reduced annual rate of salary.

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2008/2009

Université du Québec à Trois-Rivières[1]

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	119	0	109,222	109,841	99,372	115,245
With senior administrative duties	14	0	112,555	113,401	103,270	119,536
Without senior administrative duties	105	0	108,778	109,759	97,424	114,202
Associate professors	179	0	91,997	93,115	78,483	102,848
With senior administrative duties	6	0	98,306	x	x	x
Without senior administrative duties	173	0	91,778	x	x	x
Assistant professors	45	0	69,884	x	x	x
Rank below assistant	1	0	x	x	x	x
Rank below preceding	0	0	0	0	0	0
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	344	0	94,940	96,889	70,879	114,202
Male	225	0	96,616	99,553	73,415	114,202
Female	119	0	91,770	91,740	68,293	114,202
Visiting staff	0	0	0	0	0	0

Université du Québec en Outaouais[1]

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	48	0	111,691	113,985	95,904	120,611
With senior administrative duties	21	0	115,876	119,987	97,234	130,031
Without senior administrative duties	27	0	108,436	108,680	92,485	117,628
Associate professors	88	0	93,821	93,287	81,345	105,465
With senior administrative duties	20	0	96,211	95,352	86,373	108,135
Without senior administrative duties	68	0	93,118	92,454	80,118	105,465
Assistant professors	42	0	x	x	x	x
Rank below assistant	1	0	x	x	x	x
Rank below preceding	0	0	0	0	0	0
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	179	0	92,793	93,287	69,338	117,109
Male	102	0	95,848	97,894	69,806	119,987
Female	77	0	88,746	89,073	67,442	112,195
Visiting staff	0	0	0	0	0	0

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0 true zero or a value rounded to zero

1. Salaries in Quebec are under-represented since professors on sabbatical are reported with a reduced annual rate of salary.

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2008/2009

Institut national de la recherche scientifique[1]

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	**63**	**0**	**109,499**	**108,657**	**97,551**	**138,274**
With senior administrative duties	4	0	x	x	x	x
Without senior administrative duties	59	0	x	x	x	x
Associate professors	**62**	**0**	**86,718**	**87,488**	**75,496**	**95,107**
With senior administrative duties	0	0	0	0	0	0
Without senior administrative duties	62	0	86,718	87,488	75,496	95,107
Assistant professors	**30**	**0**	**77,054**	**78,360**	**66,582**	**82,490**
Rank below assistant	**0**	**0**	**0**	**0**	**0**	**0**
Rank below preceding	**0**	**0**	**0**	**0**	**0**	**0**
Other teaching staff	**0**	**0**	**0**	**0**	**0**	**0**
All ranks combined (including deans)	**155**	**0**	**94,107**	**91,214**	**74,997**	**108,657**
Male	120	0	94,566	91,214	75,163	108,657
Female	35	0	92,533	86,210	74,997	108,657
Visiting staff	**0**	**0**	**0**	**0**	**0**	**0**

Université du Québec à Rimouski[1]

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	**104**	**0**	**102,112**	**104,441**	**90,005**	**109,768**
With senior administrative duties	14	0	99,568	102,389	84,830	109,768
Without senior administrative duties	90	0	102,508	104,441	90,005	109,768
Associate professors	**48**	**0**	**79,548**	**77,132**	**69,012**	**94,998**
With senior administrative duties	7	0	76,932	x	x	x
Without senior administrative duties	41	0	79,995	x	x	x
Assistant professors	**34**	**0**	**66,913**	**66,380**	**58,731**	**75,608**
Rank below assistant	**0**	**0**	**0**	**0**	**0**	**0**
Rank below preceding	**0**	**0**	**0**	**0**	**0**	**0**
Other teaching staff	**0**	**0**	**0**	**0**	**0**	**0**
All ranks combined (including deans)	**186**	**0**	**89,855**	**93,641**	**67,118**	**109,768**
Male	120	0	92,177	97,424	67,492	109,768
Female	66	0	85,633	84,569	62,369	107,113
Visiting staff	**0**	**0**	**0**	**0**	**0**	**0**

x suppressed to meet the confidentiality requirements of the *Statistics Act*

0 true zero or a value rounded to zero

1. Salaries in Quebec are under-represented since professors on sabbatical are reported with a reduced annual rate of salary.

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2008/2009

Université Laval[1]

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Including medical/dental						
Full professors	734	21	116,472	116,173	104,556	132,818
With senior administrative duties	55	21	125,162	122,995	113,751	137,896
Without senior administrative duties	679	0	115,768	116,173	103,127	131,173
Associate professors	337	3	93,850	93,022	82,576	102,216
With senior administrative duties	14	3	111,147	112,216	97,172	128,196
Without senior administrative duties	323	0	93,100	93,022	82,576	102,216
Assistant professors	241	0	79,179	77,801	70,316	90,545
Rank below assistant	31	0	64,378	65,410	54,528	79,481
Rank below preceding	0	0	0	0	0	0
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	1,367	0	103,519	104,674	75,221	124,500
Male	955	0	106,026	109,675	78,705	130,247
Female	412	0	97,707	97,948	72,728	116,173
Visiting staff	0	0	0	0	0	0

Université Laval[1]

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Excluding medical/dental						
Full professors	671	19	116,107	116,173	103,221	132,851
With senior administrative duties	46	19	123,554	122,240	113,602	135,823
Without senior administrative duties	625	0	115,558	116,173	103,127	132,532
Associate professors	312	3	93,192	93,022	81,723	102,216
With senior administrative duties	10	3	109,664	110,026	94,487	130,815
Without senior administrative duties	302	0	92,646	93,022	81,357	102,216
Assistant professors	232	0	78,876	77,801	70,316	90,545
Rank below assistant	28	0	62,462	65,410	54,136	68,395
Rank below preceding	0	0	0	0	0	0
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	1,265	0	102,751	104,556	75,221	122,844
Male	873	0	105,261	109,455	77,801	129,799
Female	392	0	97,160	97,273	72,728	116,173
Visiting staff	0	0	0	0	0	0

0 true zero or a value rounded to zero

1. Salaries in Quebec are under-represented since professors on sabbatical are reported with a reduced annual rate of salary.

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2008/2009

Université de Sherbrooke[1]

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Including medical/dental						
Full professors	**368**	**8**	**119,322**	**120,229**	**107,589**	**132,103**
With senior administrative duties	51	8	123,435	123,369	113,349	132,418
Without senior administrative duties	317	0	118,660	117,875	106,887	132,103
Associate professors	**321**	**0**	**97,366**	**97,951**	**84,829**	**106,941**
With senior administrative duties	26	0	104,808	103,796	90,133	116,589
Without senior administrative duties	295	0	96,710	97,527	84,809	106,122
Assistant professors	**299**	**0**	**77,989**	**77,857**	**68,968**	**86,848**
Rank below assistant	**17**	**0**	**66,999**	**62,890**	**57,210**	**84,420**
Rank below preceding	**0**	**0**	**0**	**0**	**0**	**0**
Other teaching staff	**0**	**0**	**0**	**0**	**0**	**0**
All ranks combined (including deans)	**1,013**	**0**	**99,596**	**101,070**	**73,565**	**123,141**
Male	655	0	103,964	105,750	76,631	129,248
Female	358	0	91,605	86,848	71,995	117,875
Visiting staff	**0**	**0**	**0**	**0**	**0**	**0**

Université de Sherbrooke[1]

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Excluding medical/dental						
Full professors	**301**	**7**	**121,164**	**120,528**	**109,362**	**132,976**
With senior administrative duties	44	7	124,466	124,765	111,471	132,766
Without senior administrative duties	257	0	120,599	120,528	108,519	133,381
Associate professors	**198**	**0**	**97,998**	**98,120**	**85,404**	**109,837**
With senior administrative duties	16	0	106,983	109,718	93,638	116,589
Without senior administrative duties	182	0	97,208	97,527	84,809	106,978
Assistant professors	**148**	**0**	**79,981**	**79,119**	**72,144**	**86,848**
Rank below assistant	**17**	**0**	**66,999**	**62,890**	**57,210**	**84,420**
Rank below preceding	**0**	**0**	**0**	**0**	**0**	**0**
Other teaching staff	**0**	**0**	**0**	**0**	**0**	**0**
All ranks combined (including deans)	**671**	**0**	**104,166**	**106,122**	**76,735**	**129,706**
Male	450	0	108,064	111,015	79,119	132,103
Female	221	0	96,228	93,993	73,565	120,528
Visiting staff	**0**	**0**	**0**	**0**	**0**	**0**

0 true zero or a value rounded to zero

1. Salaries in Quebec are under-represented since professors on sabbatical are reported with a reduced annual rate of salary.

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2008/2009

École de technologie supérieure[1]

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	57	0	118,805	118,463	107,795	129,003
With senior administrative duties	4	0	x	x	x	x
Without senior administrative duties	53	0	x	x	x	x
Associate professors	58	0	100,997	100,351	88,883	110,594
With senior administrative duties	3	0	x	x	x	x
Without senior administrative duties	55	0	x	x	x	x
Assistant professors	25	0	x	x	x	x
Rank below assistant	0	0	0	0	0	0
Rank below preceding	0	0	0	0	0	0
Other teaching staff	4	0	x	x	x	x
All ranks combined (including deans)	144	0	104,605	107,162	80,328	124,027
Male	127	0	105,008	108,096	79,710	124,027
Female	17	0	101,601	104,336	78,607	121,921
Visiting staff	0	0	0	0	0	0

Concordia University[1]

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	236	10	125,292	122,895	102,001	154,734
With senior administrative duties	20	10	134,850	127,693	105,728	178,087
Without senior administrative duties	216	0	124,407	122,850	101,975	151,571
Associate professors	355	3	96,978	95,432	79,311	118,493
With senior administrative duties	13	3	118,969	117,380	89,089	149,032
Without senior administrative duties	342	0	96,142	95,001	79,311	117,761
Assistant professors	254	0	75,025	71,347	53,289	99,276
Rank below assistant	73	0	61,861	55,201	49,978	83,102
Rank below preceding	0	0	0	0	0	0
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	931	0	96,247	95,001	60,133	131,900
Male	606	0	100,270	99,094	63,060	134,556
Female	325	0	88,746	85,921	53,289	121,448
Visiting staff	0	0	0	0	0	0

x suppressed to meet the confidentiality requirements of the *Statistics Act*

0 true zero or a value rounded to zero

1. Salaries in Quebec are under-represented since professors on sabbatical are reported with a reduced annual rate of salary.

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2008/2009

Brock University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	126	9	135,593	131,545	117,928	160,701
With senior administrative duties	25	9	132,170	128,929	115,973	159,832
Without senior administrative duties	101	0	136,440	133,639	117,442	161,038
Associate professors	224	1	113,357	108,437	90,860	140,720
With senior administrative duties	34	1	116,108	114,893	94,497	147,456
Without senior administrative duties	190	0	112,865	107,857	90,279	139,953
Assistant professors	184	0	89,873	85,155	75,100	119,559
Rank below assistant	37	0	77,503	75,000	64,124	92,785
Rank below preceding	0	0	0	0	0	0
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	581	0	109,658	105,197	78,428	144,695
Male	330	0	115,176	115,125	80,415	151,845
Female	251	0	102,403	98,768	76,894	131,465
Visiting staff	0	0	0	0	0	0

Carleton University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	204	9	131,896	132,688	112,023	145,950
With senior administrative duties	30	6	133,865	131,841	111,582	152,853
Without senior administrative duties	174	3	131,556	134,001	112,023	145,950
Associate professors	293	6	111,546	112,353	88,298	132,588
With senior administrative duties	29	1	119,778	120,888	97,770	136,347
Without senior administrative duties	264	5	110,641	111,793	87,530	131,602
Assistant professors	204	2	87,724	85,951	70,772	105,866
Rank below assistant	7	0	82,533	x	x	x
Rank below preceding	94	3	81,777	x	x	x
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	809	13	107,453	106,708	75,900	140,453
Male	529	8	112,075	113,879	79,586	143,067
Female	280	5	98,721	96,125	71,045	129,023
Visiting staff	0	0	0	0	0	0

x suppressed to meet the confidentiality requirements of the *Statistics Act*

0 true zero or a value rounded to zero

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2008/2009

University of Guelph

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	**254**	**11**	**132,883**	**132,785**	**119,371**	**145,967**
With senior administrative duties	38	8	144,475	144,695	129,826	156,785
Without senior administrative duties	216	3	130,844	131,233	118,821	140,670
Associate professors	**312**	**2**	**111,346**	**110,636**	**96,083**	**127,076**
With senior administrative duties	26	0	128,184	129,340	109,921	147,875
Without senior administrative duties	286	2	109,816	108,970	94,753	124,374
Assistant professors	**224**	**0**	**91,810**	**91,362**	**77,880**	**106,972**
Rank below assistant	**0**	**0**	**0**	**0**	**0**	**0**
Rank below preceding	**0**	**0**	**0**	**0**	**0**	**0**
Other teaching staff	**0**	**0**	**0**	**0**	**0**	**0**
All ranks combined (including deans)	**798**	**5**	**113,494**	**112,415**	**85,961**	**138,439**
Male	544	3	116,596	116,064	88,802	140,448
Female	254	2	106,851	106,413	83,260	133,604
Visiting staff	**0**	**0**	**0**	**0**	**0**	**0**

Lakehead University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	**68**	**1**	**129,063**	**130,542**	**114,361**	**139,581**
With senior administrative duties	13	0	130,800	129,495	119,558	141,936
Without senior administrative duties	55	1	128,653	131,028	113,237	138,496
Associate professors	**134**	**0**	**104,314**	**105,018**	**86,812**	**124,597**
With senior administrative duties	25	0	110,853	108,976	96,189	126,897
Without senior administrative duties	109	0	102,814	102,558	85,922	123,059
Assistant professors	**75**	**0**	**83,335**	**83,404**	**71,417**	**96,017**
Rank below assistant	**17**	**0**	**76,152**	**74,610**	**63,908**	**90,885**
Rank below preceding	**0**	**0**	**0**	**0**	**0**	**0**
Other teaching staff	**0**	**0**	**0**	**0**	**0**	**0**
All ranks combined (including deans)	**294**	**1**	**103,058**	**101,926**	**75,510**	**133,711**
Male	201	1	104,764	104,763	76,011	138,367
Female	93	0	99,371	100,073	74,790	126,523
Visiting staff	**0**	**0**	**0**	**0**	**0**	**0**

0 true zero or a value rounded to zero

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2008/2009

Laurentian University of Sudbury

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	93	6	138,921	140,763	120,684	157,548
With senior administrative duties	12	5	134,524	134,163	121,548	151,756
Without senior administrative duties	81	1	139,572	141,365	120,167	161,438
Associate professors	128	2	111,744	113,253	88,650	133,374
With senior administrative duties	15	1	115,046	113,834	92,875	138,903
Without senior administrative duties	113	1	111,305	112,851	87,465	134,070
Assistant professors	136	2	87,030	85,918	71,027	105,022
Rank below assistant	19	3	78,164	x	x	x
Rank below preceding	0	0	0	0	0	0
Other teaching staff	9	0	68,282	x	x	x
All ranks combined (including deans)	391	7	107,578	104,853	75,121	144,622
Male	242	2	112,342	113,253	77,486	148,810
Female	149	5	99,840	97,370	69,438	133,155
Visiting staff	0	0	0	0	0	0

Trent University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	72	3	145,825	152,119	126,562	158,379
With senior administrative duties	15	1	143,691	146,581	116,284	160,366
Without senior administrative duties	57	2	146,386	153,372	127,854	158,880
Associate professors	119	4	111,183	108,295	93,900	130,831
With senior administrative duties	24	0	118,673	117,091	102,296	137,831
Without senior administrative duties	95	4	109,291	105,896	91,501	130,831
Assistant professors	54	1	x	x	x	x
Rank below assistant	3	0	x	x	x	x
Rank below preceding	0	0	0	0	0	0
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	249	7	116,316	110,800	86,703	153,372
Male	153	0	120,994	120,815	86,703	155,877
Female	96	7	108,861	104,696	85,983	138,346
Visiting staff	0	0	0	0	0	0

x suppressed to meet the confidentiality requirements of the *Statistics Act*

0 true zero or a value rounded to zero

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2008/2009

McMaster University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Including medical/dental						
Full professors	**377**	**11**	**142,278**	**138,600**	**120,239**	**168,154**
With senior administrative duties	75	9	153,941	150,179	124,256	189,652
Without senior administrative duties	302	2	139,382	136,286	119,347	162,853
Associate professors	**443**	**7**	**111,421**	**108,422**	**94,572**	**135,200**
With senior administrative duties	37	0	133,286	129,468	108,361	165,072
Without senior administrative duties	406	7	109,429	106,141	93,685	132,180
Assistant professors	**367**	**16**	**83,284**	**74,344**	**65,588**	**110,609**
Rank below assistant	**32**	**0**	**72,939**	**65,058**	**46,874**	**114,470**
Rank below preceding	**0**	**0**	**0**	**0**	**0**	**0**
Other teaching staff	**0**	**0**	**0**	**0**	**0**	**0**
All ranks combined (including deans)	**1,227**	**26**	**112,010**	**111,255**	**69,446**	**149,884**
Male	817	9	116,808	117,921	69,446	153,005
Female	410	17	102,449	97,653	69,446	137,140
Visiting staff	**0**	**0**	**0**	**0**	**0**	**0**

McMaster University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Excluding medical/dental						
Full professors	**255**	**8**	**141,834**	**140,111**	**120,664**	**167,017**
With senior administrative duties	52	8	148,613	149,107	123,108	171,965
Without senior administrative duties	203	0	140,097	138,159	120,262	162,806
Associate professors	**246**	**6**	**115,467**	**115,240**	**94,125**	**136,719**
With senior administrative duties	26	0	131,009	129,663	108,195	145,386
Without senior administrative duties	220	6	113,631	114,076	93,420	134,026
Assistant professors	**198**	**5**	**90,428**	**90,525**	**63,237**	**116,604**
Rank below assistant	**32**	**0**	**72,939**	**65,058**	**46,874**	**114,470**
Rank below preceding	**0**	**0**	**0**	**0**	**0**	**0**
Other teaching staff	**0**	**0**	**0**	**0**	**0**	**0**
All ranks combined (including deans)	**738**	**12**	**116,699**	**119,028**	**74,995**	**150,412**
Male	484	6	121,348	122,836	82,081	155,084
Female	254	6	107,840	109,112	68,686	141,404
Visiting staff	**0**	**0**	**0**	**0**	**0**	**0**

0 true zero or a value rounded to zero

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2008/2009

University of Ottawa

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Including medical/dental						
Full professors	**372**	**12**	**128,262**	**130,515**	**112,462**	**142,627**
With senior administrative duties	51	8	135,293	132,977	117,594	158,855
Without senior administrative duties	321	4	127,145	130,000	110,740	142,627
Associate professors	**382**	**5**	**104,507**	**104,254**	**90,391**	**118,161**
With senior administrative duties	32	1	112,461	112,284	97,481	135,811
Without senior administrative duties	350	4	103,780	103,493	90,300	118,161
Assistant professors	**380**	**2**	**83,619**	**84,110**	**69,813**	**95,227**
Rank below assistant	**36**	**0**	**x**	**x**	**x**	**x**
Rank below preceding	**0**	**0**	**0**	**0**	**0**	**0**
Other teaching staff	**11**	**28**	**x**	**x**	**x**	**x**
All ranks combined (including deans)	**1,190**	**38**	**104,437**	**101,260**	**73,763**	**139,549**
Male	761	28	107,335	105,774	74,583	142,627
Female	429	10	99,297	95,452	69,813	129,058
Visiting staff	**0**	**28**	**0**	**0**	**0**	**0**

University of Ottawa

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Excluding medical/dental						
Full professors	**305**	**12**	**131,233**	**130,666**	**116,963**	**142,627**
With senior administrative duties	38	8	131,340	128,809	116,975	147,927
Without senior administrative duties	267	4	131,217	130,796	116,808	142,627
Associate professors	**349**	**5**	**105,357**	**104,179**	**91,307**	**118,161**
With senior administrative duties	27	1	112,039	112,108	99,840	123,161
Without senior administrative duties	322	4	104,796	103,329	90,920	118,161
Assistant professors	**355**	**2**	**83,682**	**83,607**	**69,813**	**95,410**
Rank below assistant	**35**	**0**	**68,868**	**64,391**	**60,683**	**87,513**
Rank below preceding	**0**	**0**	**0**	**0**	**0**	**0**
Other teaching staff	**11**	**28**	**68,142**	**69,240**	**58,819**	**78,359**
All ranks combined (including deans)	**1,064**	**38**	**104,612**	**101,157**	**75,522**	**138,488**
Male	668	28	107,552	105,645	77,652	141,636
Female	396	10	99,653	95,496	71,413	129,058
Visiting staff	**0**	**28**	**0**	**0**	**0**	**0**

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0 true zero or a value rounded to zero

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2008/2009

Queen's University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Including medical/dental						
Full professors	324	9	139,334	134,608	117,885	163,270
With senior administrative duties	86	7	152,266	143,193	127,633	189,298
Without senior administrative duties	238	2	134,661	132,600	115,178	153,053
Associate professors	288	1	115,480	113,090	98,113	132,564
With senior administrative duties	20	0	123,195	119,640	108,704	151,228
Without senior administrative duties	268	1	114,905	112,790	97,965	131,732
Assistant professors	183	3	101,929	x	x	x
Rank below assistant	9	0	84,518	x	x	x
Rank below preceding	0	0	0	0	0	0
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	811	6	122,472	122,135	92,165	150,912
Male	527	5	126,516	125,465	95,626	153,116
Female	284	1	114,967	112,423	86,792	141,862
Visiting staff	0	0	0	0	0	0

Queen's University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Excluding medical/dental						
Full professors	276	9	137,929	134,863	116,136	162,265
With senior administrative duties	68	7	148,413	140,650	125,600	186,376
Without senior administrative duties	208	2	134,501	132,838	114,103	153,053
Associate professors	262	1	115,026	113,090	97,755	132,098
With senior administrative duties	16	0	121,102	119,640	106,242	142,602
Without senior administrative duties	246	1	114,631	112,790	97,362	131,482
Assistant professors	160	3	101,855	x	x	x
Rank below assistant	9	0	84,518	x	x	x
Rank below preceding	0	0	0	0	0	0
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	714	6	121,528	121,105	90,622	149,132
Male	457	5	126,185	125,465	95,282	152,439
Female	257	1	113,247	112,095	86,187	141,209
Visiting staff	0	0	0	0	0	0

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0 true zero or a value rounded to zero

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2008/2009

University of Toronto

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Including medical/dental						
Full professors	**980**	**26**	**156,043**	**152,810**	**115,046**	**199,375**
With senior administrative duties	111	26	181,576	174,652	146,524	215,384
Without senior administrative duties	869	0	152,781	150,845	103,201	192,775
Associate professors	**805**	**1**	**120,383**	**120,688**	**62,509**	**153,724**
With senior administrative duties	47	1	147,229	148,780	120,413	177,013
Without senior administrative duties	758	0	118,718	118,475	62,400	150,005
Assistant professors	**572**	**1**	**98,506**	**94,763**	**68,700**	**134,263**
Rank below assistant	**278**	**0**	**96,882**	**97,364**	**74,140**	**120,318**
Rank below preceding	**0**	**0**	**0**	**0**	**0**	**0**
Other teaching staff	**0**	**0**	**0**	**0**	**0**	**0**
All ranks combined (including deans)	**2,663**	**0**	**127,628**	**125,399**	**76,000**	**180,407**
Male	1,726	0	133,665	134,578	77,207	188,621
Female	937	0	116,507	111,913	74,943	161,643
Visiting staff	**0**	**0**	**0**	**0**	**0**	**0**

University of Toronto

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Excluding medical/dental						
Full professors	**743**	**24**	**164,498**	**156,550**	**134,024**	**202,374**
With senior administrative duties	87	24	180,883	172,296	146,053	211,735
Without senior administrative duties	656	0	162,325	154,811	132,954	195,957
Associate professors	**617**	**1**	**128,326**	**124,205**	**100,721**	**154,555**
With senior administrative duties	38	1	147,311	148,581	120,447	171,039
Without senior administrative duties	579	0	127,079	122,831	100,193	151,908
Assistant professors	**469**	**1**	**100,953**	**94,784**	**72,000**	**134,893**
Rank below assistant	**266**	**0**	**96,489**	**97,225**	**74,204**	**118,082**
Rank below preceding	**0**	**0**	**0**	**0**	**0**	**0**
Other teaching staff	**0**	**0**	**0**	**0**	**0**	**0**
All ranks combined (including deans)	**2,121**	**0**	**132,268**	**128,894**	**85,030**	**183,862**
Male	1,356	0	139,612	138,261	90,000	190,951
Female	765	0	119,250	113,507	80,000	162,179
Visiting staff	**0**	**0**	**0**	**0**	**0**	**0**

0 true zero or a value rounded to zero

Table 1 (continued)
Salaries of full-time teaching staff at Canadian universities and colleges, 2008/2009

University of Waterloo

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	334	12	145,250	143,556	125,515	164,903
With senior administrative duties	64	6	156,858	154,121	132,285	178,746
Without senior administrative duties	270	6	142,499	142,027	124,780	159,982
Associate professors	310	11	118,188	118,052	95,883	140,904
With senior administrative duties	36	0	126,484	124,694	108,384	149,908
Without senior administrative duties	274	11	117,098	116,634	94,897	140,872
Assistant professors	242	20	91,901	90,275	71,704	112,467
Rank below assistant	83	4	93,707	93,000	65,000	121,365
Rank below preceding	0	0	0	0	0	0
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	975	41	119,267	119,320	80,311	152,647
Male	735	25	122,708	123,049	84,828	155,337
Female	240	16	108,729	107,709	74,075	145,324
Visiting staff	0	2	0	0	0	0

University of Windsor

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	131	11	139,197	141,898	114,247	164,598
With senior administrative duties	16	9	155,900	150,446	126,543	197,561
Without senior administrative duties	115	2	136,874	139,145	112,946	160,120
Associate professors	193	5	111,049	108,761	93,418	133,346
With senior administrative duties	25	0	119,310	115,637	103,550	141,458
Without senior administrative duties	168	5	109,820	107,343	92,370	133,207
Assistant professors	175	3	87,795	86,486	72,000	100,597
Rank below assistant	18	0	81,385	81,612	66,603	91,588
Rank below preceding	0	0	0	0	0	0
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	526	10	110,601	104,907	79,848	148,371
Male	340	5	114,745	109,438	81,187	151,364
Female	186	5	103,026	101,256	76,240	128,879
Visiting staff	0	0	0	0	0	0

0 true zero or a value rounded to zero

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2008/2009

University of Western Ontario

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Including medical/dental						
Full professors	**417**	**9**	**139,329**	**133,296**	**108,947**	**182,266**
With senior administrative duties	77	7	148,182	141,504	109,518	203,511
Without senior administrative duties	340	2	137,324	131,911	108,477	178,013
Associate professors	**430**	**8**	**114,745**	**109,058**	**90,068**	**145,496**
With senior administrative duties	35	2	123,589	118,013	105,687	138,240
Without senior administrative duties	395	6	113,961	107,907	89,369	147,149
Assistant professors	**367**	**26**	**x**	**x**	**x**	**x**
Rank below assistant	**90**	**2**	**x**	**x**	**x**	**x**
Rank below preceding	**0**	**0**	**0**	**0**	**0**	**0**
Other teaching staff	**0**	**0**	**0**	**0**	**0**	**0**
All ranks combined (including deans)	**1,313**	**36**	**113,773**	**107,907**	**76,051**	**158,962**
Male	920	18	118,251	113,773	77,670	161,899
Female	393	18	103,290	96,913	72,856	140,253
Visiting staff	**0**	**0**	**0**	**0**	**0**	**0**

University of Western Ontario

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Excluding medical/dental						
Full professors	**284**	**8**	**142,164**	**134,403**	**116,816**	**179,426**
With senior administrative duties	37	6	140,696	137,332	118,792	171,481
Without senior administrative duties	247	2	142,384	134,041	116,185	180,576
Associate professors	**357**	**8**	**116,463**	**109,413**	**92,248**	**148,469**
With senior administrative duties	30	2	125,280	119,407	106,168	143,540
Without senior administrative duties	327	6	115,654	107,967	91,522	149,586
Assistant professors	**294**	**26**	**88,717**	**83,563**	**70,696**	**103,714**
Rank below assistant	**89**	**2**	**76,812**	**75,843**	**54,305**	**99,442**
Rank below preceding	**0**	**0**	**0**	**0**	**0**	**0**
Other teaching staff	**0**	**0**	**0**	**0**	**0**	**0**
All ranks combined (including deans)	**1,032**	**36**	**112,631**	**107,417**	**75,701**	**155,487**
Male	689	18	117,926	114,009	77,540	161,114
Female	343	18	101,993	94,970	72,198	138,032
Visiting staff	**0**	**0**	**0**	**0**	**0**	**0**

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0 true zero or a value rounded to zero

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2008/2009

York University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	**306**	**23**	**145,252**	**137,318**	**120,202**	**185,263**
With senior administrative duties	40	10	147,830	137,363	121,873	188,009
Without senior administrative duties	266	13	144,865	137,318	119,732	185,263
Associate professors	**630**	**22**	**121,700**	**118,173**	**97,684**	**151,867**
With senior administrative duties	98	2	123,993	118,699	104,220	153,924
Without senior administrative duties	532	20	121,278	117,930	96,670	150,580
Assistant professors	**402**	**30**	**95,419**	**91,089**	**78,255**	**119,133**
Rank below assistant	**49**	**3**	**88,974**	**85,733**	**73,080**	**107,581**
Rank below preceding	**0**	**0**	**0**	**0**	**0**	**0**
Other teaching staff	**51**	**2**	**105,203**	**109,725**	**75,949**	**125,594**
All ranks combined (including deans)	**1,449**	**69**	**118,330**	**115,677**	**84,803**	**154,280**
Male	810	28	122,658	118,638	87,593	162,221
Female	639	41	112,842	110,060	82,519	140,375
Visiting staff	**0**	**10**	**0**	**0**	**0**	**0**

Wilfrid Laurier University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	**115**	**6**	**138,026**	**138,021**	**112,341**	**154,876**
With senior administrative duties	27	6	146,541	150,702	128,353	163,399
Without senior administrative duties	88	0	135,414	136,729	109,578	150,867
Associate professors	**187**	**8**	**108,457**	**105,070**	**88,305**	**132,928**
With senior administrative duties	32	4	121,302	126,751	93,092	146,485
Without senior administrative duties	155	4	105,805	102,250	87,799	129,712
Assistant professors	**151**	**1**	**83,983**	**80,246**	**68,120**	**113,012**
Rank below assistant	**26**	**0**	**77,099**	**x**	**x**	**x**
Rank below preceding	**0**	**0**	**0**	**0**	**0**	**0**
Other teaching staff	**9**	**0**	**78,326**	**x**	**x**	**x**
All ranks combined (including deans)	**498**	**5**	**106,587**	**100,457**	**72,520**	**145,368**
Male	292	3	111,453	108,604	74,309	149,635
Female	206	2	99,688	96,071	70,625	133,074
Visiting staff	**0**	**0**	**0**	**0**	**0**	**0**

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0 true zero or a value rounded to zero

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2008/2009

Royal Military College of Canada

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	66	5	125,037	127,489	110,730	130,789
With senior administrative duties	23	5	126,599	127,489	117,885	131,489
Without senior administrative duties	43	0	124,201	127,489	108,879	127,489
Associate professors	65	1	99,765	101,219	85,553	109,552
With senior administrative duties	21	1	104,597	106,552	90,468	110,552
Without senior administrative duties	44	0	97,459	101,219	81,496	106,552
Assistant professors	56	1	x	x	x	x
Rank below assistant	3	0	x	x	x	x
Rank below preceding	0	0	0	0	0	0
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	196	1	103,511	103,885	75,112	127,489
Male	165	0	106,047	106,552	80,447	127,489
Female	31	1	90,012	83,114	67,295	127,489
Visiting staff	0	0	0	0	0	0

Ryerson University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	179	5	133,482	133,630	119,236	148,327
With senior administrative duties	20	3	150,653	144,738	136,799	166,435
Without senior administrative duties	159	2	131,322	132,191	118,559	142,773
Associate professors	266	7	111,823	111,029	97,457	128,267
With senior administrative duties	32	2	128,684	128,847	114,727	145,043
Without senior administrative duties	234	5	109,517	109,768	96,554	121,331
Assistant professors	238	16	x	x	x	x
Rank below assistant	21	30	x	x	x	x
Rank below preceding	0	0	0	0	0	0
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	708	54	110,377	107,765	84,891	137,390
Male	416	25	113,186	112,342	86,587	139,340
Female	292	29	106,376	104,330	83,164	133,630
Visiting staff	0	0	0	0	0	0

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0 true zero or a value rounded to zero

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2008/2009

Nipissing University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	10	1	116,443	116,506	98,293	135,365
With senior administrative duties	3	1	x	x	x	x
Without senior administrative duties	7	0	112,608	x	x	x
Associate professors	36	0	97,827	94,818	85,839	111,629
With senior administrative duties	8	0	98,251	x	x	x
Without senior administrative duties	28	0	97,706	x	x	x
Assistant professors	107	2	81,796	83,814	71,984	89,046
Rank below assistant	5	0	x	x	x	x
Rank below preceding	0	0	0	0	0	0
Other teaching staff	2	0	x	x	x	x
All ranks combined (including deans)	162	1	87,436	86,180	71,984	111,629
Male	95	1	90,031	88,546	71,984	111,629
Female	67	0	83,757	83,814	69,145	98,484
Visiting staff	0	1	0	0	0	0

University of Ontario – Institute of Technology

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	20	7	135,063	135,000	114,580	163,037
With senior administrative duties	6	7	122,370	x	x	x
Without senior administrative duties	14	0	140,503	x	x	x
Associate professors	29	0	109,479	105,480	97,358	124,190
With senior administrative duties	5	0	x	x	x	x
Without senior administrative duties	24	0	109,303	x	x	x
Assistant professors	81	0	90,612	90,000	78,456	105,152
Rank below assistant	0	0	0	0	0	0
Rank below preceding	0	0	0	0	0	0
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	137	0	105,234	99,163	80,000	144,372
Male	88	0	109,606	103,512	84,043	147,278
Female	49	0	97,383	90,521	78,000	121,009
Visiting staff	0	0	0	0	0	0

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0 true zero or a value rounded to zero

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2008/2009

University of Manitoba

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Including medical/dental						
Full professors	**410**	**26**	**133,404**	**132,811**	**104,951**	**150,792**
With senior administrative duties	78	20	141,559	135,120	113,706	179,053
Without senior administrative duties	332	6	131,488	131,893	104,483	147,453
Associate professors	**371**	**4**	**97,648**	**93,341**	**79,751**	**109,069**
With senior administrative duties	38	0	106,982	105,175	88,391	130,518
Without senior administrative duties	333	4	96,583	92,323	79,413	108,229
Assistant professors	**316**	**5**	**84,539**	**75,961**	**66,053**	**104,170**
Rank below assistant	**11**	**0**	**78,046**	**x**	**x**	**x**
Rank below preceding	**0**	**0**	**0**	**0**	**0**	**0**
Other teaching staff	**0**	**0**	**0**	**0**	**0**	**0**
All ranks combined (including deans)	**1,128**	**15**	**108,149**	**100,210**	**70,857**	**139,651**
Male	762	11	112,895	107,481	72,316	143,108
Female	366	4	98,269	91,868	69,634	130,875
Visiting staff	**0**	**0**	**0**	**0**	**0**	**0**

University of Manitoba

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Excluding medical/dental						
Full professors	**309**	**22**	**129,559**	**132,996**	**104,610**	**144,056**
With senior administrative duties	53	18	131,684	134,164	113,253	145,600
Without senior administrative duties	256	4	129,119	132,441	103,638	142,427
Associate professors	**295**	**4**	**94,217**	**92,218**	**79,938**	**108,213**
With senior administrative duties	31	0	102,398	101,358	88,277	117,326
Without senior administrative duties	264	4	93,257	91,797	79,474	107,698
Assistant professors	**229**	**5**	**77,064**	**x**	**x**	**x**
Rank below assistant	**7**	**0**	**68,303**	**x**	**x**	**x**
Rank below preceding	**0**	**0**	**0**	**0**	**0**	**0**
Other teaching staff	**0**	**0**	**0**	**0**	**0**	**0**
All ranks combined (including deans)	**858**	**13**	**103,551**	**98,862**	**70,261**	**138,688**
Male	586	9	107,959	105,567	71,094	139,390
Female	272	4	94,055	90,178	69,840	126,434
Visiting staff	**0**	**0**	**0**	**0**	**0**	**0**

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0 true zero or a value rounded to zero

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2008/2009

Brandon University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	37	4	112,685	114,413	97,009	128,914
With senior administrative duties	8	3	111,752	x	x	x
Without senior administrative duties	29	1	112,943	x	x	x
Associate professors	50	3	89,935	84,977	77,810	106,472
With senior administrative duties	19	3	91,560	84,977	77,810	106,472
Without senior administrative duties	31	0	88,938	84,977	77,810	106,472
Assistant professors	65	2	x	x	x	x
Rank below assistant	4	0	x	x	x	x
Rank below preceding	0	0	0	0	0	0
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	162	3	87,299	81,929	61,365	120,121
Male	100	0	92,973	88,033	63,625	124,239
Female	62	3	78,147	77,810	59,495	104,680
Visiting staff	0	0	0	0	0	0

University of Winnipeg

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	74	3	108,498	111,737	91,840	118,208
With senior administrative duties	16	3	108,922	111,338	94,021	120,481
Without senior administrative duties	58	0	108,381	112,582	90,692	118,208
Associate professors	80	1	82,232	81,576	69,571	95,409
With senior administrative duties	11	1	88,959	92,088	79,638	96,450
Without senior administrative duties	69	0	81,159	79,975	69,415	95,413
Assistant professors	84	0	65,001	63,908	58,768	74,169
Rank below assistant	6	0	52,726	x	x	x
Rank below preceding	45	0	67,181	x	x	x
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	293	0	81,664	77,123	58,768	116,058
Male	182	0	85,390	79,560	60,471	118,208
Female	111	0	75,555	71,623	57,142	103,168
Visiting staff	0	0	0	0	0	0

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0 true zero or a value rounded to zero

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2008/2009

University of Saskatchewan

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Including medical/dental						
Full professors	**379**	**26**	**134,964**	**129,889**	**110,459**	**164,684**
With senior administrative duties	84	11	140,574	135,967	115,990	166,846
Without senior administrative duties	295	15	133,367	127,443	108,288	165,074
Associate professors	**320**	**17**	**109,983**	**102,504**	**91,201**	**160,641**
With senior administrative duties	29	3	120,045	111,956	96,737	171,281
Without senior administrative duties	291	14	108,980	101,861	90,866	157,547
Assistant professors	**276**	**25**	**94,370**	**85,362**	**74,541**	**153,710**
Rank below assistant	**17**	**4**	x	x	x	x
Rank below preceding	**4**	**2**	x	x	x	x
Other teaching staff	**2**	**2**	x	x	x	x
All ranks combined (including deans)	**1,014**	**60**	**115,666**	**107,220**	**79,278**	**162,268**
Male	675	33	118,698	111,250	81,017	164,311
Female	339	27	109,629	102,493	77,981	160,969
Visiting staff	**0**	**0**	**0**	**0**	**0**	**0**

University of Saskatchewan

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Excluding medical/dental						
Full professors	**254**	**19**	**129,539**	**129,232**	**108,270**	**150,828**
With senior administrative duties	56	9	134,483	133,742	117,339	156,514
Without senior administrative duties	198	10	128,140	127,223	107,742	149,395
Associate professors	**218**	**10**	**101,448**	**101,730**	**91,823**	**109,683**
With senior administrative duties	22	2	109,664	109,292	96,509	120,025
Without senior administrative duties	196	8	100,526	100,925	91,314	108,534
Assistant professors	**194**	**10**	**83,021**	**82,520**	**73,921**	**91,530**
Rank below assistant	**16**	**4**	**66,330**	**62,590**	**56,667**	**78,111**
Rank below preceding	**4**	**2**	x	x	x	x
Other teaching staff	**2**	**2**	x	x	x	x
All ranks combined (including deans)	**701**	**34**	**107,290**	**103,049**	**77,565**	**139,576**
Male	468	20	110,550	104,960	79,195	143,514
Female	233	14	100,743	96,233	77,172	132,287
Visiting staff	**0**	**0**	**0**	**0**	**0**	**0**

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0 true zero or a value rounded to zero

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2008/2009

University of Regina

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars		dollars	
Full professors	**90**	**6**	**116,204**	**116,353**	**100,825**	**127,631**
With senior administrative duties	20	6	124,527	124,047	112,708	136,508
Without senior administrative duties	70	0	113,826	116,165	98,012	124,711
Associate professors	**140**	**3**	**88,202**	**87,300**	**77,195**	**99,846**
With senior administrative duties	24	3	97,863	98,358	86,748	107,406
Without senior administrative duties	116	0	86,203	86,777	77,002	95,851
Assistant professors	**89**	**0**	**72,430**	**72,380**	**64,000**	**79,316**
Rank below assistant	**31**	**0**	**60,993**	**60,493**	**49,477**	**73,242**
Rank below preceding	**55**	**0**	**64,416**	**68,702**	**51,658**	**73,727**
Other teaching staff	**24**	**0**	**66,761**	**69,501**	**49,690**	**78,575**
All ranks combined (including deans)	**438**	**0**	**85,812**	**79,316**	**60,914**	**118,836**
Male	274	0	89,351	84,813	62,445	121,134
Female	164	0	79,898	74,587	60,176	109,076
Visiting staff	**0**	**0**	**0**	**0**	**0**	**0**

0 true zero or a value rounded to zero

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2008/2009

University of Alberta

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Including medical/dental						
Full professors	**786**	**32**	**144,061**	**137,647**	**113,844**	**180,893**
With senior administrative duties	97	15	153,925	151,119	122,817	185,867
Without senior administrative duties	689	17	142,672	136,085	113,576	180,377
Associate professors	**459**	**10**	**106,384**	**103,908**	**87,844**	**125,484**
With senior administrative duties	26	1	121,112	113,437	103,582	145,751
Without senior administrative duties	433	9	105,500	102,663	87,753	121,996
Assistant professors	**346**	**10**	**85,213**	**82,287**	**68,251**	**99,779**
Rank below assistant	**0**	**0**	**0**	**0**	**0**	**0**
Rank below preceding	**0**	**0**	**0**	**0**	**0**	**0**
Other teaching staff	**0**	**0**	**0**	**0**	**0**	**0**
All ranks combined (including deans)	**1,607**	**36**	**121,499**	**114,861**	**80,022**	**167,677**
Male	1,100	17	126,538	120,727	83,823	173,344
Female	507	19	110,566	106,537	76,573	148,978
Visiting staff	**0**	**0**	**0**	**0**	**0**	**0**

University of Alberta

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Excluding medical/dental						
Full professors	**644**	**30**	**141,980**	**136,197**	**113,606**	**175,348**
With senior administrative duties	77	14	153,168	147,316	121,295	185,867
Without senior administrative duties	567	16	140,461	135,362	113,176	172,768
Associate professors	**404**	**9**	**106,140**	**102,805**	**87,524**	**125,628**
With senior administrative duties	21	1	119,597	112,837	103,040	141,666
Without senior administrative duties	383	8	105,402	102,243	87,217	123,459
Assistant professors	**328**	**9**	**85,454**	**82,534**	**68,251**	**100,235**
Rank below assistant	**0**	**0**	**0**	**0**	**0**	**0**
Rank below preceding	**0**	**0**	**0**	**0**	**0**	**0**
Other teaching staff	**0**	**0**	**0**	**0**	**0**	**0**
All ranks combined (including deans)	**1,391**	**33**	**119,138**	**112,862**	**79,651**	**164,467**
Male	933	16	124,036	117,591	82,805	170,435
Female	458	17	109,159	105,188	75,538	146,757
Visiting staff	**0**	**0**	**0**	**0**	**0**	**0**

0 true zero or a value rounded to zero

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2008/2009

University of Calgary

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Including medical/dental						
Full professors	**614**	**32**	**156,108**	**146,382**	**118,325**	**204,121**
With senior administrative duties	111	21	175,224	161,361	122,972	253,101
Without senior administrative duties	503	11	151,890	144,140	117,741	194,078
Associate professors	**511**	**17**	**120,924**	**110,864**	**94,611**	**145,947**
With senior administrative duties	49	0	126,226	122,175	100,361	161,560
Without senior administrative duties	462	17	120,362	109,680	94,502	141,283
Assistant professors	**367**	**18**	**99,640**	**89,162**	**78,252**	**121,133**
Rank below assistant	**173**	**7**	**x**	**x**	**x**	**x**
Rank below preceding	**0**	**0**	**0**	**0**	**0**	**0**
Other teaching staff	**1**	**1**	**x**	**x**	**x**	**x**
All ranks combined (including deans)	**1,685**	**56**	**126,579**	**115,825**	**82,976**	**179,443**
Male	1,133	18	134,111	122,002	86,712	192,103
Female	552	38	111,119	102,000	76,717	151,101
Visiting staff	**0**	**0**	**0**	**0**	**0**	**0**

University of Calgary

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Excluding medical/dental						
Full professors	**401**	**29**	**145,450**	**141,382**	**115,917**	**184,177**
With senior administrative duties	68	21	153,431	150,608	119,340	207,940
Without senior administrative duties	333	8	143,820	140,439	115,685	180,374
Associate professors	**346**	**11**	**109,904**	**106,476**	**92,187**	**130,167**
With senior administrative duties	36	0	122,841	116,185	97,371	161,800
Without senior administrative duties	310	11	108,401	106,055	91,666	127,679
Assistant professors	**232**	**9**	**88,987**	**87,212**	**76,877**	**101,618**
Rank below assistant	**165**	**7**	**x**	**x**	**x**	**x**
Rank below preceding	**0**	**0**	**0**	**0**	**0**	**0**
Other teaching staff	**1**	**1**	**x**	**x**	**x**	**x**
All ranks combined (including deans)	**1,164**	**38**	**116,117**	**109,804**	**79,943**	**160,944**
Male	750	15	123,282	116,672	85,016	168,760
Female	414	23	103,135	97,245	75,164	140,264
Visiting staff	**0**	**0**	**0**	**0**	**0**	**0**

0 true zero or a value rounded to zero

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2008/2009

Athabasca University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	**20**	**6**	**137,079**	**137,628**	**118,847**	**154,001**
With senior administrative duties	5	5	x	x	x	x
Without senior administrative duties	15	1	x	x	x	x
Associate professors	**50**	**6**	**102,136**	**103,167**	**87,080**	**114,700**
With senior administrative duties	1	5	x	x	x	x
Without senior administrative duties	49	1	x	x	x	x
Assistant professors	**54**	**0**	**79,013**	**79,847**	**69,116**	**85,558**
Rank below assistant	**0**	**0**	**0**	**0**	**0**	**0**
Rank below preceding	**34**	**0**	**78,295**	**79,811**	**65,146**	**89,470**
Other teaching staff	**0**	**0**	**0**	**0**	**0**	**0**
All ranks combined (including deans)	**168**	**2**	**95,809**	**86,972**	**71,972**	**133,256**
Male	89	1	101,382	93,535	72,184	141,185
Female	79	1	89,531	84,058	70,000	113,556
Visiting staff	**0**	**0**	**0**	**0**	**0**	**0**

University of Lethbridge

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	**72**	**7**	**142,765**	**138,073**	**109,450**	**180,182**
With senior administrative duties	6	5	193,642	x	x	x
Without senior administrative duties	66	2	138,140	x	x	x
Associate professors	**143**	**5**	**107,223**	**102,334**	**86,131**	**135,142**
With senior administrative duties	8	0	143,765	x	x	x
Without senior administrative duties	135	5	105,058	x	x	x
Assistant professors	**105**	**6**	**81,250**	**78,850**	**66,146**	**101,459**
Rank below assistant	**10**	**3**	**84,422**	**88,585**	**60,054**	**103,890**
Rank below preceding	**98**	**3**	**x**	**x**	**x**	**x**
Other teaching staff	**5**	**1**	**x**	**x**	**x**	**x**
All ranks combined (including deans)	**438**	**20**	**100,559**	**92,460**	**68,056**	**142,626**
Male	266	11	106,714	98,207	68,654	154,664
Female	172	9	91,039	87,243	66,776	127,110
Visiting staff	**0**	**1**	**0**	**0**	**0**	**0**

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Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2008/2009

University of British Columbia

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Including medical/dental						
Full professors	**881**	**16**	**154,346**	**143,487**	**116,380**	**209,864**
With senior administrative duties	105	16	176,928	163,028	136,507	240,872
Without senior administrative duties	776	0	151,291	140,809	115,321	203,072
Associate professors	**726**	**3**	**114,382**	**106,735**	**95,342**	**140,099**
With senior administrative duties	32	3	128,371	117,761	104,307	172,430
Without senior administrative duties	694	0	113,737	106,271	95,308	138,418
Assistant professors	**588**	**0**	**100,338**	**93,778**	**76,151**	**127,722**
Rank below assistant	**89**	**0**	**98,653**	**94,714**	**83,220**	**119,942**
Rank below preceding	**54**	**0**	**81,364**	**81,505**	**69,450**	**92,027**
Other teaching staff	**100**	**0**	**80,409**	**78,262**	**55,138**	**106,053**
All ranks combined (including deans)	**2,457**	**0**	**123,462**	**113,051**	**83,330**	**175,019**
Male	1,654	0	129,159	119,182	86,482	183,681
Female	803	0	111,726	103,022	79,978	153,304
Visiting staff	**0**	**0**	**0**	**0**	**0**	**0**

University of British Columbia

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Excluding medical/dental						
Full professors	**606**	**13**	**148,655**	**141,595**	**117,851**	**189,657**
With senior administrative duties	80	13	167,217	158,640	136,409	217,828
Without senior administrative duties	526	0	145,832	139,019	116,938	185,767
Associate professors	**581**	**3**	**110,481**	**106,023**	**95,832**	**134,041**
With senior administrative duties	28	3	122,008	117,002	103,101	152,914
Without senior administrative duties	553	0	109,897	105,550	95,625	132,341
Assistant professors	**419**	**0**	**96,834**	**93,131**	**80,070**	**118,113**
Rank below assistant	**75**	**0**	**98,320**	**92,480**	**82,695**	**121,710**
Rank below preceding	**39**	**0**	**82,322**	**81,045**	**70,000**	**98,499**
Other teaching staff	**95**	**0**	**80,334**	**77,673**	**54,807**	**107,712**
All ranks combined (including deans)	**1,831**	**0**	**118,149**	**109,859**	**84,558**	**161,655**
Male	1,217	0	123,702	116,926	88,000	167,732
Female	614	0	107,143	101,280	78,850	143,106
Visiting staff	**0**	**0**	**0**	**0**	**0**	**0**

0 true zero or a value rounded to zero

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2008/2009

Simon Fraser University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	298	12	132,728	128,546	114,022	161,221
With senior administrative duties	41	8	137,839	135,251	115,165	177,136
Without senior administrative duties	257	4	131,912	127,089	113,006	160,832
Associate professors	253	2	107,086	103,111	92,158	127,389
With senior administrative duties	16	0	119,455	109,202	104,102	161,893
Without senior administrative duties	237	2	106,251	101,511	91,373	125,723
Assistant professors	273	4	90,068	86,125	73,151	113,640
Rank below assistant	6	0	71,781	x	x	x
Rank below preceding	143	1	78,568	x	x	x
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	981	11	106,423	103,049	73,151	141,013
Male	649	3	110,854	108,866	77,524	146,635
Female	332	8	97,759	96,111	70,964	126,253
Visiting staff	0	0	0	0	0	0

University of Victoria

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	246	13	124,897	123,372	102,782	148,857
With senior administrative duties	47	9	133,972	131,210	115,298	157,547
Without senior administrative duties	199	4	122,753	121,004	102,066	146,281
Associate professors	218	3	98,335	98,029	82,832	115,321
With senior administrative duties	27	1	107,026	104,445	93,178	124,364
Without senior administrative duties	191	2	97,106	96,122	82,040	112,796
Assistant professors	191	1	80,090	78,491	66,965	95,019
Rank below assistant	10	0	73,386	69,259	60,110	102,771
Rank below preceding	48	1	78,162	76,671	67,982	93,582
Other teaching staff	16	0	85,086	81,279	59,968	127,044
All ranks combined (including deans)	739	8	101,509	98,694	71,107	134,338
Male	439	5	106,188	103,624	74,105	140,444
Female	300	3	94,662	93,204	69,836	121,842
Visiting staff	0	0	0	0	0	0

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0 true zero or a value rounded to zero

Table 1 (concluded)

Salaries of full-time teaching staff at Canadian universities and colleges, 2008/2009

Trinity Western University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	**19**	**7**	**83,703**	**78,779**	**76,873**	**101,092**
With senior administrative duties	9	6	86,251	x	x	x
Without senior administrative duties	10	1	81,409	x	x	x
Associate professors	**41**	**3**	**69,270**	**68,432**	**64,087**	**75,771**
With senior administrative duties	14	3	68,682	68,432	64,580	72,474
Without senior administrative duties	27	0	69,575	68,476	62,770	78,418
Assistant professors	**43**	**2**	**x**	**x**	**x**	**x**
Rank below assistant	**4**	**0**	**x**	**x**	**x**	**x**
Rank below preceding	**0**	**0**	**0**	**0**	**0**	**0**
Other teaching staff	**0**	**0**	**0**	**0**	**0**	**0**
All ranks combined (including deans)	**118**	**1**	**69,518**	**67,449**	**57,513**	**86,748**
Male	79	1	71,712	69,354	57,536	89,062
Female	39	0	65,073	62,778	55,012	76,803
Visiting staff	**0**	**0**	**0**	**0**	**0**	**0**

University of Northern British Columbia

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	**40**	**2**	**105,152**	**99,650**	**88,993**	**125,190**
With senior administrative duties	10	2	116,443	110,563	91,988	164,129
Without senior administrative duties	30	0	101,388	99,367	88,988	118,790
Associate professors	**75**	**5**	**81,263**	**82,094**	**72,545**	**90,122**
With senior administrative duties	13	2	86,393	83,504	77,199	99,641
Without senior administrative duties	62	3	80,188	80,962	72,238	87,771
Assistant professors	**55**	**3**	**x**	**x**	**x**	**x**
Rank below assistant	**11**	**0**	**x**	**x**	**x**	**x**
Rank below preceding	**0**	**0**	**0**	**0**	**0**	**0**
Other teaching staff	**0**	**0**	**0**	**0**	**0**	**0**
All ranks combined (including deans)	**185**	**6**	**82,622**	**77,650**	**62,873**	**107,736**
Male	119	3	85,330	82,690	66,991	111,872
Female	66	3	77,740	73,933	60,651	97,125
Visiting staff	**0**	**0**	**0**	**0**	**0**	**0**

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0 true zero or a value rounded to zero

Table 2
Salary scales for teachers at Canadian universities and colleges, 2008/2009

	Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
			dollars		
Memorial University					
Minimum	86,687	73,255	63,181	51,428	0
Maximum	135,378	110,193	78,292	59,823	0
Annual increment	1,679	1,679	1,679	1,679	0
University of Prince Edward Island[1]					
Minimum	89,615	71,168	55,063	47,051	0
Maximum	120,341	103,203	78,598	60,126	0
Annual increment	2,615	2,615	2,615	2,615	0
Acadia University					
Minimum	92,657	77,769	63,213	51,330	0
Maximum	128,657	99,769	83,213	67,530	0
Annual increment	2,000	2,000	2,000	1,800	0
Atlantic School of Theology					
Minimum	80,876	65,471	56,228	0	0
Maximum	103,470	88,065	68,552	0	0
Annual increment	0	0	0	0	0
Université Sainte-Anne					
Minimum	71,898	58,938	47,598	42,738	0
Maximum	102,678	89,718	78,378	47,598	0
Annual increment	2,478	2,478	2,478	2,478	0
Additional increment[2]	1,620	1,620	1,620	1,620	0
Mount Saint Vincent University					
Minimum	91,894	71,818	55,908	52,604	0
Maximum	117,372	97,296	74,438	57,236	0
Annual increment	2,316	2,316	2,316	2,316	0
Nova Scotia College of Art and Design					
Minimum	87,623	73,366	57,946	54,461	0
Maximum	116,457	99,982	77,908	58,897	0
Annual increment	2,218	2,218	2,218	2,218	0
St. Francis Xavier University					
Minimum	84,218	66,581	54,566	46,727	0
Maximum	118,342	96,451	73,182	50,646	0
Annual increment	2,100	2,060	1,959	1,959	0
Saint Mary's University					
Minimum	93,926	73,007	59,795	51,816	0
Maximum	125,950	100,667	76,417	56,881	0
Annual increment					
1st level	2,669	2,515	2,375	2,690	0
2nd level	...	...	...	2,375	0
University of King's College					
Minimum	78,309	68,074	57,339	51,198	44,835
Maximum	143,511	116,491	91,220	78,655	74,021
Annual increment	2,047	2,047	2,047	2,047	1,938
Cape Breton University					
Minimum	88,925	67,637	53,312	43,595	0
Maximum	117,017	98,507	70,862	54,235	0
Annual increment	2,160	2,058	1,950	1,520	0
Nova Scotia Agricultural College[1]					
Minimum	78,300	63,100	55,000	43,500	0
Maximum	107,000	88,300	72,400	53,500	0
Annual increment	1,500	1,900	2,200	1,700	0

Table 2 (continued)

Salary scales for teachers at Canadian universities and colleges, 2008/2009

		Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
				dollars		
Mount Allison University						
Minimum		93,134	72,513	59,625	48,026	0
Maximum		126,644	113,755	93,134	69,936	0
Annual increment		2,578	2,578	2,578	2,578	0
University of New Brunswick						
Minimum		93,232	75,207	60,196	53,321	0
Maximum		135,287	110,756	91,730	68,053	0
Annual increment	%	3.8	3.8	3.8	3.8	0
Additional increment[2]		2,519	2,519	2,519	2,519	0
Université de Moncton						
Minimum		90,339	73,123	60,211	45,147	0
Maximum		126,763	104,903	83,043	63,369	0
Annual increment	%	3.3	3.3	3.3	3.3	0
Université de Moncton (Campus de Shippagan)						
Minimum		83,027	67,502	54,047	43,697	0
Maximum		122,357	99,587	78,887	60,257	0
Annual increment	%	3.0	3.0	3.0	3.0	0
Université de Moncton (Campus d' Edmunston)						
Minimum		79,382	63,872	50,430	40,090	0
Maximum		120,742	97,994	87,654	58,702	0
Annual increment	%	3.0	3.0	3.0	3.0	0
St. Thomas University						
Minimum		94,590	73,898	59,119	50,467	0
Maximum		131,214	105,262	82,761	68,556	0
Annual increment		0	0	0	0	0
Bishop's University						
Minimum		86,539	68,814	56,302	43,269	0
Maximum		118,336	103,221	76,112	56,823	0
Annual increment		0	0	0	0	0
McGill University						
Minimum		90,000	77,500	65,000	50,000	0
Maximum		...	...	...	...	0
Annual increment[3]						
Minimum	%	1.5	1.5	1.5	1.5	0
Maximum	%	2.5	2.5	2.5	2.5	0
Université de Montreal[1]						
Minimum						
Medical/dental[4]		105,308	92,338	78,256	54,420	0
Non medical/dental		89,436	71,948	61,192	50,474	0
Maximum						
Medical/dental[4]		127,326	115,674	91,532	64,438	0
Non medical/dental		120,530	106,120	86,848	58,576	0
Annual increment[5]						
Medical/dental[4]	%	2.9	2.9	2.9	2.9	0
Non medical/dental	%	2.9	2.9	2.9	2.9	0
École Polytechnique						
Minimum		107,125	86,635	62,631	0	0
Maximum		135,846	119,318	98,413	0	0
Annual increment[5]	%	3.0	3.0	3.0	0	0

Table 2 (continued)

Salary scales for teachers at Canadian universities and colleges, 2008/2009

		Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
				dollars		
École des hautes études commerciales						
Minimum		100,481	86,363	77,083	49,146	0
Maximum		137,363	109,593	89,460	53,739	0
Annual increment[5]	%	2.5	2.5	2.5	2.5	0
Université du Québec à Chicoutimi						
Minimum		84,814	70,219	59,759	46,172	0
Maximum		114,202	102,848	78,662	75,661	0
Annual increment[5]	%	6.1	6.1	6.1	6.1	0
Université du Québec à Montréal						
Minimum		81,521	67,492	57,438	44,379	0
Maximum		109,768	98,854	75,608	48,988	0
Annual increment[5]	%	2.0	2.0	2.0	2.0	0
Université du Québec en Abitibi-Témiscamingue						
Minimum[4]		83,548	69,170	58,866	50,709	0
Maximum[4]		124,027	110,594	91,042	55,431	0
Annual increment [4, 5]						
Minimum	%	2.0	2.0	2.0	2.0	0
Maximum	%	3.5	3.5	3.5	3.5	0
Université du Québec à Trois Rivières						
Minimum		84,815	70,219	59,759	46,172	0
Maximum		114,202	102,848	78,662	50,967	0
Annual increment[5]	%	4.0	4.0	4.0	4.0	0
Université du Québec en Outaouais						
Minimum		86,112	71,293	60,673	50,960	0
Maximum		117,109	105,465	79,865	55,120	0
Annual increment[5]	%	4.0	4.0	4.0	4.0	0
École nationale d'administration publique						
Minimum		83,919	69,477	59,128	45,684	0
Maximum		112,977	101,762	77,831	50,428	0
Annual increment[5]	%	5.0	5.0	5.0	5.0	0
Institut national de la recherche scientifique						
Minimum		78,883	67,210	57,309	0	0
Maximum		108,657	95,107	74,909	0	0
Annual increment	%	0	0	0	0	0
Université du Québec à Rimouski						
Minimum		81,521	67,492	57,438	44,379	0
Maximum		109,768	98,854	75,608	48,988	0
Annual increment[5]	%	2.0	2.0	2.0	2.0	0
École de technologie supérieure						
Minimum[4]		93,738	68,842	58,587	45,267	0
Maximum[4]		124,027	110,594	91,042	49,967	0
Annual increment[4,5]						
Minimum	%	2.0	2.0	2.0	2.0	0
Maximum	%	4.0	4.0	4.0	4.0	0
Télé-université						
Minimum		81,521	67,492	57,438	44,379	0
Maximum		109,768	98,854	75,608	48,988	0
Annual increment[5]	%	2.0	2.0	2.0	2.0	0

Table 2 (continued)

Salary scales for teachers at Canadian universities and colleges, 2008/2009

		Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
				dollars		
Université Laval						
Minimum						
Medical/dental[4]		94,705	81,694	69,019	53,831	0
Non medical/dental		90,195	77,804	65,732	51,268	0
Maximum						
Medical/dental[4]		134,761	118,659	105,033	82,253	0
Non medical/dental		116,173	102,216	90,545	68,395	0
Annual increment[5]						
Medical/dental[4]	%	3.5	3.5	3.5	3.5	0
Non medical/dental	%	3.5	3.5	3.5	3.5	0
Université de Sherbrooke						
Minimum						
Medical/dental		86,439	73,872	59,772	53,335	0
Non medical/dental[4]		84,845	70,223	59,772	50,411	0
Maximum						
Medical/dental		112,187	103,605	81,535	64,370	0
Non medical/dental[4]		132,103	116,694	97,371	65,849	0
Annual increment medical/dental[5]	%	2.0	2.0	2.0	2.0	0
Annual increment non medical/dental[4, 5]						
Minimum	%	2.9	2.9	2.9	2.9	0
Maximum	%	4.5	4.5	4.5	4.5	0
Concordia University						
Minimum[4]		91,514	75,824	51,721	49,978	0
Maximum[4]		132,775	110,692	108,084	72,635	0
Annual increment[4, 5]						
Minimum	%	2.8	3.0	2.0	2.0	0
Maximum	%	3.0	3.2	3.7	3.7	0
Brock University						
Minimum		99,934	78,352	65,346	50,475	0
Maximum		...	...	...	...	0
Annual increment[6]	%	6.8	6.8	6.8	6.8	0
University of Guelph						
Minimum		83,700	76,500	72,100	0	0
Maximum		...	...	...	0	0
Annual increment		0	0	0	0	0
Laurentian University of Sudbury						
Minimum		93,966	76,268	63,317	52,277	0
Maximum		...	...	...	...	0
Annual increment		2,600	2,600	2,600	2,600	0
Université de Hearst						
Minimum		60,325	56,309	51,289	50,283	0
Maximum		91,694	85,585	77,965	70,393	0
Annual increment		2,413	2,252	2,052	2,011	0
Huntington University						
Minimum		93,966	76,268	63,317	52,277	0
Maximum		...	...	...	...	0
Annual increment	%	3.3	3.3	3.3	3.3	0
University of Sudbury						
Minimum		92,539	75,034	62,487	50,850	0
Maximum		132,481	110,519	83,940	65,943	0
Annual increment		2,500	2,500	2,500	2,500	0

Table 2 (continued)

Salary scales for teachers at Canadian universities and colleges, 2008/2009

		Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
				dollars		
Thorneloe University[1]						
Minimum		91,229	74,047	61,473	50,754	0
Maximum		...	...	...	...	0
Annual increment		2,600	2,500	2,400	2,300	0
McMaster University						
Minimum		93,186	73,607	56,941	45,963	0
Maximum		...	...	...	...	0
Annual increment		0	0	0	0	0
University of Ottawa[1]						
Minimum		81,692	68,044	61,597	48,681	0
Maximum		142,627	118,161	85,194	64,391	0
Annual increment						
Minimum		1,984	1,984	3,197	3,748	0
Maximum		3,307	3,528	3,748	...	0
Saint Paul University						
Minimum		64,282	55,026	46,941	39,145	0
Maximum		96,201	81,865	65,330	54,472	0
Annual increment		2,000	2,000	2,000	2,000	0
Queen's University						
Minimum		85,886	68,025	58,705	0	0
Maximum		...	...	...	0	0
Annual increment	%	3.2	3.2	3.2	0	0
Additional increment[7]		2,670	2,670	2,670	0	0
University of Toronto						
Minimum		83,600	62,400	50,800	68,700	0
Maximum		...	...	86,500	...	0
Annual increment		0	0	0	0	0
University of St. Michael's College						
Minimum		83,600	62,400	50,800	0	0
Maximum		...	...	86,500	0	0
Annual increment		0	0	0	0	0
University of Trinity College						
Minimum		81,200	60,600	49,300	66,700	0
Maximum		...	...	84,000	...	0
Annual increment		0	0	0	0	0
Knox College						
Minimum		92,993	79,238	69,628	0	0
Maximum		101,684	86,642	76,134	0	0
Annual increment	%	1.5	1.5	1.5	0	0
Trent University						
Minimum		108,295	89,102	74,707	65,112	0
Maximum		153,372	130,831	105,896	91,501	0
Annual increment		2,505	2,505	2,399	2,399	0
University of Waterloo						
Minimum		105,744	83,002	65,949	51,167	0
Maximum		...	...	...	...	0
Annual increment		0	0	0	0	0
St. Jerome's University						
Minimum		105,744	83,002	65,949	51,167	0
Maximum		...	...	...	...	0
Annual increment		0	0	0	0	0

Table 2 (continued)

Salary scales for teachers at Canadian universities and colleges, 2008/2009

		Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
				dollars		
Conrad Grebel University College						
Minimum		102,316	80,312	63,810	49,508	0
Maximum		...	...	...	131,800	0
Annual increment		3,121	3,121	3,121	3,121	0
Huron University College						
Minimum		...	76,822	61,599	0	0
Maximum		124,666	105,094	76,822	0	0
Annual increment		0	0	0	0	0
King's University College						
Minimum		62,424	62,424	62,424	61,424	0
Maximum		...	...	...	...	0
Annual increment		2,278	2,169	2,060	2,060	0
York University						
Minimum		82,000	65,000	55,000	48,000	0
Maximum		...	...	...	...	0
Annual increment	%	3.5	3.5	3.5	3.5	0
Wilfrid Laurier University						
Minimum		98,500	81,000	66,000	55,000	0
Maximum		...	...	...	...	0
Annual increment	%	3.0	3.0	3.0	3.0	0
Collège dominicain de philosophie et théologie						
Minimum		63,642	57,215	50,660	41,529	0
Maximum		...	...	...	...	0
Annual increment	%	2.0	2.0	2.0	2.0	0
Ryerson University						
Minimum		90,780	79,710	63,103	0	63,103
Maximum		...	...	112,798	0	112,798
Annual increment						
Minimum		2,200	1,870	1,870	0	1,870
Maximum		...	2,640	2,640	0	2,640
Redeemer University College						
Minimum		...	...	46,474	43,576	0
Maximum		72,553	72,553	66,758	62,411	0
Annual increment		1,449	1,449	1,449	1,449	0
Nipissing University						
Minimum		...	...	46,474	43,576	0
Maximum		72,553	72,553	66,758	62,411	0
Annual increment		1,449	1,449	1,449	1,449	0
University of Ontario Institute of Technology						
Minimum		...	...	...	0	0
Maximum		...	...	...	0	0
Annual increment	%	5.0	5.0	5.0	0	0
Ontario College of Art and Design						
Minimum		92,099	76,346	60,592	48,474	0
Maximum		116,335	100,583	84,828	72,711	0
Annual increment	%	2.0	2.0	2.0	2.0	0

Table 2 (continued)

Salary scales for teachers at Canadian universities and colleges, 2008/2009

		Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
				dollars		
Brandon University						
Minimum		94,109	75,421	57,626	48,079	0
Maximum		128,915	106,472	81,929	60,371	0
Annual increment		2,900	2,389	1,869	1,366	0
University of Manitoba						
Minimum		89,848	69,531	59,476	49,545	0
Maximum		133,405	103,225	85,593	69,846	0
Annual increment						
Minimum		2,183	1,810	1,521	1,298	0
Maximum		3,319	2,567	1,990	1,547	0
Collège universitaire de Saint-Boniface						
Minimum						
Minimum		86,271	66,612	58,466	0	46,317
Maximum		...	...	...	0	54,117
Maximum						
Minimum		...	...	...	0	62,711
Maximum		126,478	104,334	79,568	0	88,021
Annual increment	%	3.0	3.0	3.0	0	3.0
Canadian Mennonite University						
Minimum						
Minimum		69,635	59,638	49,739	39,791	39,791
Maximum		...	...	...	...	49,739
Maximum						
Minimum		...	...	...	...	49,738
Maximum		84,737	78,302	65,432	49,738	65,431
Annual increment						
Minimum	%	16.0	14.0	12.0	20.0	12.0
Maximum	%	...	...	...	...	20.0
University of Saskatchewan						
Minimum		100,640	86,066	71,492	56,667	45,867
Maximum		...	...	...	...	...
Annual increment		2,429	2,429	2,429	2,429	1,800
Saint Thomas More College						
Minimum		100,640	86,066	71,492	56,667	45,867
Maximum		115,214	100,640	86,066	78,528	62,067
Annual increment		2,429	2,429	2,429	2,429	1,800
Campion College						
Minimum		86,820	68,494	56,196	44,570	0
Maximum		113,500	93,364	77,004	58,898	0
Annual increment		2,668	2,487	2,312	1,592	0
Luther College[1]						
Minimum		86,820	68,494	56,196	44,570	0
Maximum		113,500	100,025	83,940	63,674	0
Annual increment		2,668	2,487	2,312	1,592	0

Table 2 (continued)

Salary scales for teachers at Canadian universities and colleges, 2008/2009

		Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
				dollars		
University of Calgary						
Minimum						
Minimum		88,000	74,000	63,000	0	55,000
Maximum		132,001	107,001	...	0	...
Maximum						
Minimum		...	107,000	...	0	...
Maximum		132,000	127,000	97,000	0	97,000
Annual increment						
1st level		2,700	2,400	1,900	0	1,900
2nd level		2,000	1,200	...	0	...
Canadian University College						
Minimum		58,536	56,604	48,360	42,048	0
Maximum		62,147	57,540	53,616	47,304	0
Annual increment	%	2.0	1.0	2.5	2.0	0
University of Lethbridge						
Minimum		80,000	65,000	55,000	36,000	0
Maximum		...	...	...	...	0
Annual increment[8]		0	0	0	0	0
Athabasca University						
Minimum		101,985	81,767	62,036	48,385	0
Maximum		130,757	104,841	84,058	67,399	0
Annual increment	%	2.8	2.8	2.8	2.8	0
King's University College						
Minimum		69,591	60,041	50,491	44,207	0
Maximum		80,335	75,559	60,040	45,400	0
Annual increment		1,194	1,194	1,194	1,194	0
Concordia University College of Alberta						
Minimum		74,448	64,453	53,208	0	49,738
Maximum		105,799	100,799	95,799	0	92,325
Annual increment		1,251	1,251	1,251	0	1,251
Additional increment	%	3.3	3.3	3.3	0	3.3
Ambrose University College						
Minimum		68,747	62,262	53,614	0	0
Maximum		88,204	75,233	66,629	0	0
Annual increment		1,297	1,297	1,297	0	0
Simon Fraser University						
Minimum						
Minimum		91,009	73,151	60,395	55,293	55,293
Maximum		...	...	...	68,049	...
Maximum						
Minimum		...	...	...	72,422	...
Maximum		128,546	99,026	86,271	88,093	60,395
Annual increment	%	3.5	3.5	3.5	3.5	3.5
Trinity Western University						
Minimum		63,522	54,869	48,538	0	42,207
Maximum		74,829	65,404	58,828	0	47,103
Annual increment	%	1.8	1.2	1.3	0	1.5

Table 2 (concluded)

Salary scales for teachers at Canadian universities and colleges, 2008/2009

		Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
				dollars		
University of Northern British Columbia						
Minimum		86,766	71,310	58,429	49,841	0
Maximum		...	94,641	75,650	62,062	0
Annual increment						
1st level		1,111	1,111	1,111	1,111	0
2nd level		3,027	2,477	2,100	1,848	0
Royal Roads University						
Minimum						
Minimum		87,843	74,624	51,170	0	42,642
Maximum		...	...	...	0	47,972
Maximum						
Minimum		...	...	...	0	58,633
Maximum		117,709	101,275	79,954	0	63,963
Annual increment	%	2.0	2.0	2.0	0	2.0
Additional increment	%	1.5	1.5	1.5	0	1.5

... None/not applicable

0 true zero or a value rounded to zero

1. Scales are not final.
2. Salary increment due to progress through the ranks.
3. Comprises 2 components: a cost of living allowance and a pooled calculation.
4. These minimum and maximum salary scales are extracted from more than one salary scale.
5. Annual increment also includes an increase due to progression through the salary range which averages about 1.5% and which is not reported here.
6. Includes salary scale increment, progress through the ranks and catch-up.
7. This represents the mode merit point value.
8. Subject to negotiations and a pooled calculation.

Culture, Tourism and the Centre for Education Statistics

Research Papers

Cumulative index

Statistics Canada's **Division of Culture, Tourism and the Centre for Education Statistics** develops surveys, provides statistics and conducts research and analysis relevant to current issues in its three areas of responsibility.

The **Culture Statistics Program** creates and disseminates timely and comprehensive information on the culture sector in Canada. The program manages a dozen regular census surveys and databanks to produce data that support policy decision and program management requirements. Issues include the economic impact of culture, the consumption of culture goods and services, government, personal and corporate spending on culture, the culture labour market, and international trade of culture goods and services. Analysis is also published in *Focus on Culture* (87-004-XIE, free, http://www.statcan.ca/bsolc/english/bsolc?catno=87-004-X).

The **Tourism Statistics Program** provides information on domestic and international tourism. The program covers the Canadian Travel Survey and the International Travel Survey. Together, these surveys shed light on the volume and characteristics of trips and travellers to, from and within Canada.

The **Centre for Education Statistics** develops and delivers a comprehensive program of pan-Canadian education statistics and analysis in order to support policy decisions and program management, and to ensure that accurate and relevant information concerning education is available to the Canadian public and to other educational stakeholders. The Centre conducts fifteen institutional and over ten household education surveys. Analysis is also published in *Education Matters* (81-004-XIE, free, http://www.statcan.ca/bsolc/english/bsolc?catno=81-004-X), and in the *Analytical Studies Branch research paper series* (11F0019MIE, free, http://www.statcan.ca/bsolc/english/bsolc?catno=11F0019M).

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Research papers

81-595-M no. 001	Understanding the rural-urban reading gap
81-595-M no. 002	Canadian education and training services abroad: the role of contracts funded by international financial institution
81-595-M No. 003	Finding their way: a profile of young Canadian graduates
81-595-M No. 004	Learning, earning and leaving – The relationship between working while in high school and dropping out
81-595-M No. 005	Linking provincial student assessments with national and international assessments
81-595-M No. 006	Who goes to post-secondary education and when: Pathways chosen by 20 year-olds
81-595-M No. 007	Access, persistence and financing: First results from the Postsecondary Education Participation Survey (PEPS)
81-595-M No. 008	The labour market impacts of adult education and training in Canada
81-595-M No. 009	Issues in the design of Canada's Adult Education and Training Survey
81-595-M No. 010	Planning and preparation: First results from the Survey of Approaches to Educational Planning (SAEP) 2002
81-595-M No. 011	A new understanding of postsecondary education in Canada: A discussion paper
81-595-M No. 012	Variation in literacy skills among Canadian provinces: Findings from the OECD PISA
81-595-M No. 013	Salaries and salary scales of full-time teaching staff at Canadian universities, 2001-2002: final report
81-595-M No. 014	In and out of high school: First results from the second cycle of the Youth in Transition Survey, 2002
81-595-M No. 015	Working and Training: First Results of the 2003 Adult Education and Training Survey
81-595-M No. 016	Class of 2000: Profile of Postsecondary Graduates and Student Debt
81-595-M No. 017	Connectivity and ICT integration in Canadian elementary and secondary schools: First results from the Information and Communications Technologies in Schools Survey, 2003-2004
81-595-M No. 018	Education and Labour Market Pathways of Young Canadians Between age 20 and 22: an Overview
81-595-M No. 019	Salaries and salary scales of full-time teaching staff at Canadian universities, 2003-2004
81-595-M No. 020	Culture Goods Trade Estimates: Methodology and Technical Notes
81-595-M No. 021	Canadian Framework for Culture Statistics
81-595-M No. 022	Summary public school indicators for the provinces and territories, 1996-1997 to 2002-2003
81-595-M No. 023	Economic Contribution of Culture in Canada
81-595-M No. 024	Economic Contributions of the Culture Sector in Ontario
81-595-M No. 025	Economic Contribution of the Culture Sector in Canada – A

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81-595-M No. 027	Salaries and salary scales of full-time teaching staff at Canadian universities, 2002-2003: final report
81-595-M No. 028	Canadian School Libraries and Teacher-Librarians: Results from the 2003/04 Information and Communications Technologies in Schools Survey
81-595-M No. 029	Manitoba Postsecondary Graduates from the Class of 2000: How Did They Fare?
81-595-M No. 030	Salaries and Salary Scales of Full-time teaching Staff at Canadian Universities, 2004-2005: Preliminary Report
81-595-M No. 031	Salaries and salary scales of full-time teaching staff at Canadian universities, 2003-2004: final report
81-595-M No. 032	Survey of Earned Doctorates: A Profile of Doctoral Degree Recipients
81-595-M No. 033	The Education Services Industry in Canada
81-595-M No. 034	Connectivity and ICT Integration in First Nations Schools: Results from the Information and Communications Technologies in Schools Survey, 2003/04
81-595-M No. 035	Registered Apprentices: A Class Ten Years Later
81-595-M No. 036	Participation in Postsecondary Education: Evidence from the Survey of Labour Income Dynamics
81-595-M No. 037	Economic Contribution of the Culture sector to Canada's Provinces
81-595-M No. 038	Profile of Selected Culture Industries in Ontario
81-595-M No. 039	Factors Affecting the Repayment of Student Loans
81-595-M No. 040	Culture Goods Trade Data User Guide
81-595-M No. 041	Health Human Resources and Education: Outlining Information Needs
81-595-M No. 042	How Students Fund Their Postsecondary Education: Findings from the Postsecondary Education Participation Survey
81-595-M No. 043	Educational Outcomes at Age 19 Associated with Reading Ability at Age 15
81-595-M No. 044	Summary Public School Indicators for the Provinces and Territories, 1997-1998 to 2003-2004
81-595-M No. 045	Follow-up on Education and Labour Market Pathways of Young Canadians Aged 18 to 20 – Results from YITS Cycle 3
81-595-M No. 046	Salaries and Salary Scales of Full-time Teaching Staff at Canadian Universities, 2005/2006: Preliminary Report
81-595-M No. 047	Canada Student Loans Repayment Assistance: Who Does and Does Not Use Interest Relief?
81-595-M No. 048	Salaries and Salary Scales of Full-time Teaching Staff at Canadian Universities, 2004/2005: Final Report

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81-595-M No. 051	Culture Employment in a North American Context
81-595-M No. 052	Salaries and Salary Scales of Full-time Teaching Staff at Canadian Universities, 2006/2007: Preliminary Report
81-595-M No. 053	Towards a Geography of Culture: Culture Occupations Across the Canadian Urban-Rural Divide
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81-595-M No. 055	High School Dropouts Returning to School
81-595-M No. 056	Trade in Culture Services A Handbook of Concepts and Methods
81-595-M No. 057	Educational Outcomes at Age 19 by Gender and Parental Income: A First Look at Provincial differences
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81-595-M No. 060	Sport Participation in Canada, 2005
81-595-M No. 061	Salaries and Salary Scales of Full-time Teaching Staff at Canadian Universities, 2005/2006: Final Report
81-595-M No. 062	Salaries and Salary Scales of Full-time Teaching Staff at Canadian Universities, 2008/2009: Preliminary Report
81-595-M No. 063	Registered Apprentices: The Cohort of 1993, a Decade Later, Comparisons with the 1992 Cohort
81-595-M No. 064	Creative Input: The Role of Culture Occupations in the Economy During the 1990s
81-595-M No. 065	Doctoral Graduates in Canada: Findings from the Survey of Earned Doctorates, 2004/2005
81-595-M No. 066	Understanding Culture Consumption in Canada
81-595-M No. 067	Summary Public School Indicators for the Provinces and Territories, 1999/2000 to 2005/2006
81-595-M No. 068	Educating Health Workers: Provincial Results
81-595-M No. 069	Doctorate Education in Canada: Findings from the Survey of Earned Doctorates, 2005/2006
81-595-M No. 070	Postsecondary Education – Participation and Dropping Out: Differences Across University, College and Other Types of Postsecondary Institutions
81-595-M No. 071	Statistics Canada's Definition and Classification of Postsecondary and Adult Education Providers in Canada
81-595-M No. 072	Moving Through, Moving On: Persistence in Postsecondary Education in Atlantic Canada, Evidence from the PSIS
81-595-M No. 073	Salaries and Salary Scales of Full-time Teaching Staff at Canadian Universities, 2006/2007: Final Report

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Research papers

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